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Provincial Hours of Work Legislation (p. 8)

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(Continued on page three of cover)

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Fair Wage Schedules

In last fiscal year Department prepares 2,808 schedules of labour conditions for inclusion in construction contracts let by federal Government, compared with 2,161 year before

During fiscal 1964, a total of 2,808 schedules of labour conditions were issued by the Department of Labour under the Fair Wages and Hours of Labour Act, compared with 2,161 in 1962-63. The value of contracts reported to the Department as having been awarded during the year was $220,117,334, compared with a value of $170,291,261 for contracts reported in 1962-63.

During the past year, $85,249 was collected from 96 contractors for distribution to 1,898 workers to satisfy wage arrears owing by the contractors. During 1962-63, collections amounted to $71,225.

Federal fair wages legislation dates back to 1900, when a Fair Wages Policy was first adopted as a Resolution of the House of Commons. In 1907, this Policy was embodied in an Order in Council, which was revised and expanded in subsequent years, the last revision and consolidation having been made in December 1954.

A statute known as the Fair Wages and Hours of Labour Act, passed in 1935, provides for the payment of fair wages on construction contracts let by the Government. The rates of wages provided for by the Act are those generally accepted as current for competent workmen in the district where the work is being done, but they must in any case be fair and reasonable.

A Regulation passed under the Act in 1940 and revised by an Order in Council in 1954 provides for the recovery of any deficiency in the wages actually paid on any contract compared with the rates set under the Act.

The Department reported that in 1964 progress had been made on important undertakings to which labour conditions had previously been applied under the Act, and that two new major developments had been begun.

Construction of the South Saskatchewan River Dam is now in its sixth year. The Department prepared schedules of labour conditions during the year for five contracts in this development, making a total of 39 schedules since the first one was issued on July 10, 1958. Much of the work of moving earth in the undertaking was continued throughout the year, including the winter season, on the basis of two shifts of 10 hours a day and 60 hours a week, with overtime at not less than time and a half after 8 hours a day and 44 hours a week.

During the year, 13 schedules of labour conditions were prepared for Atomic Energy of Canada Limited to cover additional phases of the new Atomic Energy Power Plant (Candu Reactor) at Douglas Point, Ont., making a total of 39 schedules issued since the work began on September 13, 1960.

Twenty-nine additional schedules were supplied to Atomic Energy of Canada Limited and to Central Mortgage and Housing Corporation for contracts in the Whiteshell Nuclear Research Establishment in Manitoba, including those for construction of the new town of Pinawa, making a total of 75 schedules issued since the first one on June 8, 1961.

The Northern Canada Power Commission began construction of a hydro-electric power plant and transmission line in the Northwest Territories. The project is designated as the Taltson River Hydro-Electric Development. Two schedules of labour conditions were prepared, and other schedules will be issued as other phases of the project are undertaken. Construction is to be completed in the fall of this year.

The Canadian Corporation for the 1967 World Exhibition began work on a site on certain islands and reclaimed land in the St. Lawrence River at Montreal. Defence Construction (1951) Limited is co-operating with the Corporation in the calling of tenders. During the latter part of the year, schedules of labour conditions were prepared for five projects for: construction of the substructure and the superstructure for a bridge from MacKay Pier to Ile Verte; design, fabrication and erection of mass transit systems from downtown Montreal to the site of the Exhibition; and the filling of the MacKay Pier with rock and aggregate. A schedule of labour conditions was sent to the Department of Public Works for the construction of an ice control structure.

The Fair Wages Legislation does not apply to contracts for services, but Government departments and agencies have found it expedient to include schedules of minimum rates and maximum hours in service contracts; the Department prepared schedules for a number of contracts relating to cleaning of buildings, moving of furniture and supplies, and maintenance work.

From the Labour Gazette, January 1915

50 Years Ago This Month

Mines and smelter in British Columbia, closed for some time owing to low price of copper, reopened after employees offer to accept 25-per-cent wage cut. Coal mining at low ebb, too

During December 1914, the mines of the Granby Consolidated Mining and Power Company at Phoenix, and the company's smelter at Grand Forks, B.C., which had been closed for some time, were reopened, giving employment once more to several hundred men, the LABOUR GAZETTE for January 1915 reported. The mines had been closed owing to the low price of copper.

The reopening of both the mines and the smelter was the result of an offer by the employees to accept a 25-per-cent reduction in wages until copper prices improved.

"The manner in which this agreement was brought about is of interest," this journal said. "There is but one large store in Phoenix, the proprietors of which were obliged to give credit to most of the people out of work, and this condition, it was feared might be prolonged indefinitely, resulting in the possible bankruptcy of the firm. The proprietors accordingly discussed with the miners the question of taking a lower rate of wages as an inducement to the company to reopen its mines, and to this the miners were agreeable."

A delegation consisting of the mayor of Phoenix, a representative of the store, and some of the miners was organized by the MLA for the district to go to Victoria to interview the Government, with the object of trying to get the company to reopen the mines and the smelter, since the men who had been laid off "were rapidly becoming destitute."

The manager of the Granby Company, on being "summoned" to a conference in Victoria, at first said that at the prevailing price of copper, the mines could not be operated except at a loss to the company. "The costs for labour and electric power were prohibitive," he declared.

"The men then agreed to take a 25-per-cent reduction in their wages, and the Acting Premier telegraphed the manager of the West Kootenay Power and Light Company at Rossland, asking if a reduction in power costs could be obtained to allow the Granby Company to operate its mines, and relieve the labour situation at Phoenix. The manager at once replied that his company would be glad, under the circumstances, to supply power at cost.

"The manager of the Granby Company then authorized the reopening of the mines at Phoenix and the blowing in of four furnaces at the Grand Forks smelter. The proprietors of the store, on their part, agreed to supply the people at Phoenix with the necessaries of life at actual cost until conditions again became normal.

"The report that the Granby Company intended to resume operations, even at a reduced rate of wages, brought a number of men to the district looking for work. It was announced, however, that there were more local men available than could be given employment, and outsiders were warned not to go to the expense of coming to Grand Forks or Pheonix seeking employment."

Coal mining in both Eastern and Western Canada was also at a low ebb. This journal reported that the mines of the Dominion company in Cape Breton were banking coal, "which was expected to help the collieries that had been hardest hit during November and December." The banking of coal, it was said, would enable the Dominion collieries to work about four days a week. The collieries at Sydney were working half time, and "prospects for the winter at Inverness were four days a week."

In the Lethbridge district, coal mining was dull, and at Nanaimo, "the Western Fuel Company was the only mine in the district working steadily. The Vancouver-Nanaimo Coal Company laid off nearly all its men on December 1, and other companies were working slack time. Very little work was going on all over the district. On December 1, the wages of several hundred employees of the Pacific Coast Coal Company were reduced 10 per cent."

In manufacturing, conditions during December had improved somewhat, although the improvement was chiefly confined to factories turning out goods for military purposes.

At Toronto, manufacturing showed a considerable increase in activity, and a number of additional workers were taken on at many plants." The Massey-Harris company's plant which had been closed since August, reopened on December 1, and 500 men were taken on. This number was much increased later on. At Brantford also, the company resumed operations with about 150 men, a number that was increased to about 500 by the end of the month.

Three Areas Removed from List of Designated Areas

Three areas, two in Ontario and one in Quebec, were removed this month from the list of areas designated for special government assistance. The announcement was made last month by Hon. Allan J. MacEachen, Minister of Labour, and Hon. C. M. Drury, Minister of Industry.

Effective January 23, the areas served by the National Employment Service offices in Brantford and Pembroke, Ont., and in St. Jean, Que., were removed from the list of areas that are designated for purposes of special measures of government assistance. The Government announced in September 1963 the designation of 35 areas of high persistent unemployment and slow growth to be eligible for special tax benefits and other measures (L.G., Oct. 1963, p. 864). Last month's announcement reduces this list of areas to 32.

The deletion of the three areas is the result of a review of NES areas on the basis of the criteria established last year. A basis review of all aspects of the program is now being actively pursued.

The Ministers stressed in their announcement that the designated area program had made a significant contribution to the rise in employment during the past year. By the beginning of December, the Minister of Industry had been informed of 175 new enterprises in designated areas involving investments totalling $418 million and 14,000 estimated jobs. Twenty-three of the thirty-five areas are sharing in this new industrial development.

When the program was first put into effect, it was realized that the basis for selecting areas, and other aspects of the program would probably need to be re-examined in the light of experience. In the past several months, therefore, a review of the designated area program has been under way.

The review of NES areas showed that Brantford and Pembroke, Ont., and St. Jean, Que., on the basis of the established criteria as applied to employment and unemployment data now available, no longer qualify for designation.

In Brantford and St. Jean, industrial expansion, stimulated by the general buoyancy of the economy and the special tax incentives, has resulted in a significant increase in employment and a reduction in unemployment. New firms, which have indicated that they intend to take advantage of the tax incentives, are establishing production facilities in the Brantford area with an estimated capital investment of more than $32 million and a planned employment of more than 2,700. In St. Jean, new firms are establishing with an estimated capital investment of more than $16 million and a total employment of nearly 1,200.

As many of the larger new projects will not come into full production for some time yet, the beneficial effects of the tax incentives program will continue to be felt in the areas for some time to come.

In the Pembroke area there has been a modest increase in employment in existing industries and a reduction of unemployment so that the area no longer qualifies. In addition, there are good prospects that new industry will be establishing in the area as a direct result of the program, thus achieving further employment gains.

Because some firms may have plans under way to take advantage of tax benefits in the three areas that no longer qualify, but have not yet made these intentions known to the Minister of Industry, and because it would be unreasonable to remove these areas from the list of designated areas without some warning, the Government decided to make the deletion of these areas from the list of designated areas effective one month from the date of the announcement.

Turning to the consideration of additional areas that now meet the criteria, it was thought that it would be unwise to designate any new areas while a review of the whole program was being carried out. If, as a result of the review, new selection criteria were to be adopted, it could mean that an area might be designated for several months and then have to be removed from the list. The designation of an area for such a short time would lead to uncertainty.

There is only one additional NES area, Port Colborne, Ont., that meets the existing criteria, and the Government has therefore decided that this area will not at the present time be added to the list of designated areas.

New York Governor Rockefeller's Committee on the Minimum Wage last month recommended an annually adjustable minimum wage. It proposed that each year the State Industrial Commissioner set a minimum wage rate equal to 50 per cent of gross average hourly earnings in the state's manufacturing industries. To make a gradual adjustment from the present rate, increases would be limited to 6 cents a year for the first three years.

Winter House Building Incentive Program Off to Good Start

The Winter House Building Incentive Program is off to a good start. This is the program under which the federal Government makes an incentive payment of $500 to the owner-builder or first purchaser of houses that are substantially built during the winter.

Preliminary reports up to December 18 indicated that 29,450 dwelling units had passed the first inspection, carried out by Central Mortgage and Housing Corporation to ensure that construction had not proceeded beyond the first floor joist stage at the commencement date of the program. This is just about the same as in 1963, when the number of dwelling units that had passed first inspection on the comparable date was 29,580.

To qualify for the incentive payment, construction of houses under the program must be completed by March 31, 1965, except for seasonal deficiencies such as exterior painting and site improvements.

Last Winter's Program

The program last winter proved to be a most effective means of shifting employment from the summer to the winter months, as well as developing some additional employment in the industry. It is estimated that last winter's program provided employment for 90,000 workers on the construction sites during the winter months and employment for an additional 115,000 workers in the industries manufacturing, transporting and selling building materials.

Predicts 1965 Construction Program Will for 1st Time Exceed $9 Billion

The President of the Canadian Construction Association has predicted that the construction program for Canada in 1965 will, for the first time on record, go over the $9-billion mark.

"As we come to the end of 1964, it seems likely that this year's construction program will reach at least $8.6 billion. This will mean a 12 per cent or more increase in dollar amount over 1963, of which over half will be a physical gain," said Donald H. Jupp in a year-end message and 1965 forecast.

"Because the factors conducive to capital investment are buoyant, so is the construction market. A similar increase should take place in 1965 so the construction program next year should be well over $9 billion.

"This rise in construction volume will be fairly general across Canada. Local and provincial construction associations affiliated to the CCA report that none expect a smaller provincial construction program in the year ahead. . .

"The industry is also beefing up its training program at all levels. Courses for apprentices, construction technicians, supervisors and engineers have increased in terms of number, calibre and enrolment across Canada. Some areas where there is a concentration of additional work have experienced manpower shortages or expect to do so. It is more generally the case that there are shortages of skills rather than of manpower. The increased training programs, upgrading, and immigration, more use of the winter months and better utilization of work crews should all make important contributions. Now is an excellent time for young men to commence a construction career."

289,000 Canadians Enrolled in 1964 In Vocational Training Courses

A total of 289,000 persons were enrolled in Canada in the year ending March 31, 1964 in full-time vocational courses operated under the provisions of the federal Technical and Vocational Training Assistance Act. Details relating to these courses are given in a statistical bulletin issued by the Technical and Vocational Training Branch of the Department of Labour, and prepared by the Branch in collaboration with the Education Division of the Dominion Bureau of Statistics.

Of the total number enrolled, 164,420 were students in vocational high schools under Program 1 of the Federal-Provincial Agreements. Some 14,000 were enrolled in full-time post-secondary courses of two years duration or longer in institutes of technology under Program 2.

Courses for Unemployed

About 49,000 were enrolled across Canada in special courses for the unemployed, under the provisions of Program 5; and a further 34,500 were reported as enrolled in full-time trade and other occupational courses in provincial trade schools, private trade schools, business colleges, etc., under Program 3.

An additional 14,151 apprentices (outside of Quebec) were enrolled in full-time classes operating under the Apprenticeship Training Agreement. In Quebec, apprenticeship training is reported under Programs 3 and 5.

In the bulletin, enrolments are classified according to the nature of the course or field of specialization into some 90 categories, ranging from accounting and aeronautics to welding and woodworking.

Committee Urges Increased Efforts To Expand Wintertime Construction

The National Joint Committee on Wintertime Construction last month urged increased efforts to expand further the level of wintertime construction and employment in Canada. Seasonal unemployment was still a serious problem and the increased demand for construction services meant that Canada could not afford the luxury of "Waiting till Spring," the committee said after a meeting in Ottawa.

The committee represents business, architects, consulting engineers, trade unions, contractors and manufacturers. Its members concluded at the meeting that although the prospects this winter were for another rise in the volume of wintertime construction work, there was still considerable scope for better results.

Spot Shortages

Moreover, the buoyancy of the construction market might well result in spot shortages of skilled men and materials next summer. This gave an extra good reason for making maximum use of the winter months to carry out construction.

A more level volume of construction activity throughout the year was the most direct method available of increasing the industry's capacity to meet the increased demands for its services.

Chairman Allan Turner Bone of Montreal listed the following specific areas for action recommended by the National Joint Committee:

—Continued publicity concerning the practical feasibility of carrying out most types of construction work during the winter months. This applied to projects large and small ranging from the commencement of major projects to small repair or renovation jobs around the home.

—Distribution of literature concerning economical wintertime construction techniques in the field of municipal engineering construction work in order to stimulate more activity in this field under the provisions of the Municipal Winter Works Incentive Program.

—Inclusion of multiple-unit housing in future winter-built housing incentive programs.

—Inclusion in the Municipal Winter Works Incentive Program of municipal services that are required to be installed by builders and developers in their projects and which later are incorporated as part of the municipal system. It was noted that this arrangement was becoming more prevalent and it was believed that builders could be relied on to respond to incentives with alacrity, thereby increasing the amount of winter work.

—Stepped-up research concerning wintertime construction techniques.

CMA Brief Urges Lower Taxes For Individuals, Corporations

Lower corporation and personal income taxes to ensure the continuation of current prosperity were urged by the Canadian Manufacturers' Association in a pre-budget brief last month to the Cabinet. The CMA cited the success of the U.S. tax cut a year ago as good reason for a similar move in Canada.

Helps Provide Employment

The stimulus of such a reduction would, by maintaining a higher level of economic growth, help provide employment for the rapidly growing labour force, the Association delegation said.

"A lowering of tax rates, instead of adding to the federal deficit, would stimulate industry and increase employment, resulting in higher revenues from taxes on profits, incomes and sales of goods."

The CMA said that certain tax incentives should not be used generally as a substitute for needed tax reductions. The tax incentive to promote research should be applicable to all research, not merely increased research.

As it has since the levy was introduced, the Association urged the repeal of the sales tax on production machinery and apparatus. And exemption should be provided in the statute for all articles and materials that enter into the cost of manufacture or production of goods.

Adds to Costs

The effect of the impost, since it became operative in the middle of 1963, has been to penalize Canadian manufacturers by adding to their production costs.

"This has made their position increasingly vulnerable in the face of foreign competition, which does not have to bear this double taxation burden. In the light of the improved revenue position, which is fast moving toward budgetary balance, repeal of the tax would be timely and stimulating."

Pressures to weaken Canada's antidumping laws must be vigorously resisted, the lengthy brief continued. "Without a strong antidumping law, Canadian industry would be entirely at the mercy of the stronger industrialized nations, whose end-of-run surpluses, if dumped into Canada, could seriously disrupt the domestic market beyond all proportion to the actual value of the imports."

Prospects for 1965 Inspire Optimism Tempered with Caution—Sharp

In 1964, Canada's Gross National Product rose by 8 per cent, employment was up by 3.6 per cent, imports increased 21 per cent, and the prospects for 1965 inspire optimism tempered with caution. This was the situation outlined by Hon. Mitchell Sharp, Minister of Trade and Commerce, in his annual year-end report and economic forecast.

The Minister reported that almost every facet of the economy shared in the advancement during the year as the GNP rose 8 per cent over 1963; in real terms, by 6 per cent.

Total industrial production increased by nearly 9 per cent, with gains in all major industrial groups.

The labour situation improved appreciably over the year. Despite more rapid growth in the labour force, new jobs have more than kept pace with new entrants into the labour market.

Total employment was on the average 3.6 per cent higher in 1964 than in 1963. Unemployment was 12 per cent lower. On a seasonally adjusted basis, unemployed persons now comprise less than 5 per cent of the labour force.

The report credits technological advance and other forces with contributing to the more effective use of productive resources, which results in higher real incomes and lower costs. These in turn strengthen the position of Canadian products in both domestic and foreign markets and thereby contribute to expanded sales and more employment.

Residential building increased in value by about one-fifth from 1963 to 1964. The extension of the winter housing bonus for a second season has insured a strong start in this field for 1965.

Export sales increased 21 per cent over the first ten months of 1964, compared with the same period in 1963. The value of exports for the full year is expected to reach $8.2 billion compared with $7.0 billion in 1963.

Exports to each of Canada's principal foreign markets increased in 1964. Sales to the United States rose less than total exports but were still up by 12 per cent on the basis of a ten-month comparison.

Canada's balance of payments deficit decreased from $436,000,000 in the first nine months of 1963 to $280,000,000 in the same period in 1964.

The international economic outlook for 1965 is generally favourable, though disturbing elements are also present, according to the report.

Looking ahead to 1965, Mr. Sharp foresees:

—Continued growth, but at a slower rate than in 1964;

—A substantial rise of between 10 and 15 per cent over 1964 in capital spending;

—Above average wheat exports, though well below the record levels of the past two years;

—Possibility of a sharper rise in imports than in exports;

—Increased economic activity leading to a larger deficit in external balance of payments.

The Minister warns that periods of economic expansion have traditionally been followed by contraction. The current expansion has already lasted beyond the normal span of a cyclical upswing. "Thus, as growth proceeds, it will be important to avoid the kind of unfounded optimism and speculative excesses that so often in the past have led to maladjustment and decline."

Saskatchewan Second Province To Set Up Women's Bureau

Miss Mary Rocan was appointed last month as supervisor of Saskatchewan's newly-organized women's bureau, a division of the Labour Standards Branch, Department of Labour.

Miss Rocan, a native of Saskatchewan, has been associated in the provincial civil service with labour and welfare matters since 1936, having served as secretary of the Minimum Wage Board, and for the past 12 years as assistant director of the Labour Standards Branch.

This is the second provincial women's bureau to be set up since the establishment of the Women's Bureau in the federal Department of Labour in 1954. Ontario set up a Women's Bureau in 1963.

In Parliament Last Month

(page numbers refer to Hansard)

During December, the House gave second and third reading to a bill to amend the Merchant Seamen Compensation Act. It also concurred in the second report of the special joint committee on the Canada Pension Plan.

On December 18, Bill C-131 to amend the Merchant Seamen Compensation Act (L.G., Nov. 1964, p. 938) was given second and third reading and passed (p. 11345).

On December 17, the House concurred in the second report of the special joint committee of the Senate and the House of Commons on the Canada Pension Plan (p. 11270).

Provincial Hours of Work Legislation

Legal regulation of hours of work has proceeded rather slowly in Canada, in contrast to labour legislation of other types

In contrast to some other types of labour legislation, the legal regulation of hours of work in Canada has proceeded rather slowly.

British Columbia reduced its maximum work week of 48 hours (which it had adopted in 1923) to 44 hours in 1946. Alberta adopted a 48-hour week in 1945, reduced maximum weekly hours to 44 in its four largest cities in 1952, and extended the 44-hour limit to all centres with a population of over 5,000 in 1961. The 48-hour week remains in effect in the remainder of the province.

Saskatchewan introduced a 44-hour week in its first hours of work law, enacted in 1947, but found it necessary to relax the 44-hour standard, permitting a 48-hour week to be worked in the smaller towns and villages, with the result that the 44-hour week applies to approximately 70 per cent of all non-farm wage-earners in the province.

In Manitoba's first hours law, passed in 1949, a 48-hour week was set for men and a 44-hour week for women. This legislation has since its inception been applicable only to the larger and more industrialized centres of the province. Ontario has not moved from the 48-hour week which it put into effect in 1944.

The above summary points up the difficulty that has been encountered in raising the standard of working hours in a law covering almost all industry in the province or a large part of it.

No other province has enacted a general hours of work law. A Nova Scotia Act passed in 1935 was never put into force and the 1933 Quebec law respecting the Limiting of Working Hours, although still on the statute books, remains a dead letter.* The system of decrees in force in Quebec under the Collective Agreement Act plays a significant role in the limitation and control of working hours in that province, and for some classes of workers hours are regulated in Nova Scotia and New Brunswick. There is also authority in the new Minimum Wage Act of Nova Scotia for the Minimum Wage Board to establish in minimum wage orders the regular working period and the maximum number of hours that may be worked regularly in any industry or occupation. Apart from a law governing working hours in shops, there is little regulation of hours in Newfoundland and practically no legal limitation of hours in Prince Edward Island.

This article refers briefly to other statutes that limit working hours but is for the most part a study of the five general hours of work laws in effect in Ontario and the four western provinces. It describes these laws, the standards which they impose, and the circumstances under which exceptions are permitted from the standard. The administrative orders currently in effect under these laws are listed, showing the classes of employment in the various provinces for which it has been found necessary to make exceptions, and the alternative standards prescribed.

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* These Acts empowered the administrative authorities to limit hours. The Quebec Act was designed to spread employment.

METHODS OF REGULATING WORKING HOURS

Government regulation of hours of work in Canada takes two different forms. One means of regulation is to set a maximum number of hours per day and per week beyond which an employee must not work. Those provinces that have adopted this type of regulation have found it necessary to provide for exceptions for work that must be carried on outside the limits laid down for employees generally. Exceptions are authorized in orders or regulations of the administrative board.

Other provinces regulate hours through the requirement that an overtime rate must be paid if work is continued beyond specified daily and weekly hours. In these provinces, too, it has not been found possible to apply the law without exceptions.

GENERAL HOURS OF WORK LAWS

Five provinces have general hours of work laws. Three—Ontario, British Columbia and Alberta—have laws of the type that sets daily and weekly limits on working hours.

Hours are limited in Ontario to 8 in a day and 48 in a week, and in British Columbia to 8 in a day and 44 in a week. In Alberta, the limits are 8 and 44 hours in all centres with a population of more than 5,000, and 8 and 48 hours in the remainder of the province.

Two provinces—Manitoba and Saskatchewan—and the Yukon Territory have laws of the second type. They do not limit the hours which may be worked in a day or in a week but require the payment of one and one-half times the regular rate after a specified number of daily or weekly hours.

To prevent the working of excessively long hours, the Saskatchewan Legislature, which was the first to introduce this type of hours legislation, amended its law in 1958 to enable the Government to limit daily hours to 12 by regulation. To date only one such regulation has been made, applying to highway construction and maintenance.

The Manitoba law, which applies only to the chief industrial areas of the province, requires payment of the overtime (time and one-half) rate after 8 and 48 hours (44 for women).

The Saskatchewan Act requires the payment of the same overtime rate after 8 and 44 hours but, by administrative order, a 48-hour week may be worked in workplaces (other than factories) in the smaller centres before the overtime rate must be paid.

The Labour Provisions Ordinance of the Yukon Territory* requires time and one-half the regular rate to be paid after 8 and 44 hours in shops and after 8 and 48 hours in other employment, except mines, for which 8- and 48-hour limits are set.

An Hours of Work Act in Newfoundland[1], which applies only to shops, is another example of this type of law. It limits working hours of shop employees to 8 in a day and 40 in a week unless one and one-half times the regular rate is paid.

OTHER LEGISLATION RESTRICTING HOURS

In the five provinces with no hours of work law, other types of statutes regulate working hours in certain industries and areas of the province.

Quebec Collective Agreement Act

In Quebec, hours of work are regulated for about 250,000 employees by the extension of the provisions of collective agreements under the Collective Agreement Act. Under this Act, certain terms of a collective agreement, including those dealing with hours and wages, may be made binding on all employers and employees in the industry concerned, provided the parties to the agreement represent a sufficient proportion of the industry.

The standards made binding under this procedure are contained in a degree, which has the force of law. Approximately 105 decrees applying to construction, manufacturing, barbering and hairdressing, commercial establishments and other industries and services are in effect. Of these decrees, 15 apply throughout the province, and the remainder to a certain district.

The decrees set a regular work week, to be divided into 5, 5½ or 6 working days, as the case may be. Daily hours must be worked within a fixed period. All hours worked in excess of the regular work week or, in other instances, outside the time limits determined in the decree are to be considered as overtime and paid for at a premium rate. In some decrees the conditions governing overtime work are precisely specified.

For example, the decree relating to the dress industry, which has province-wide jurisdiction, sets a regular work week of 37½ hours, divided into five working days, Monday to Friday, inclusive, from 8 a.m. to 4:30 p.m. with an interval of one hour for lunch. Overtime rates begin after 37½ hours

* R.O.Y.T. 1958, c. 62.

[1] 1963, No 69.

of work. Not more than eight hours of overtime are permitted in each week during the first four working days, and not more than two hours in a day. All work, including overtime, is prohibited after 6:30 p.m. Monday to Thursday and after 4:30 p.m. on Friday. No work may be done on Saturday during four months of the year; during the other eight months work on Saturday may be performed only between 8 a.m. and noon and subject to specified conditions, one of which is prior notification to the Joint Committee charged with the administration of the decree. Work on Sunday is prohibited. The premium overtime rate under this decree is time and one-half the applicable minimum hourly rate.

Although there are many variations from industry to industry and from one region to another, weekly hours set by the decrees generally vary between 40 and 48 hours, and in a substantial number fall between 40 and 44 hours. In the fur trade (retail and wholesale), a standard work week of 36 hours is now in effect. On the other hand, some decrees fix a regular work week of 50 hours or more, e.g., tavern employees, 52 hours; trucking, 50 and 54 hours; building materials, 55 hours; gasoline and service station employees, 54-60 hours. Night watchmen may work 60 or even 72 hours.

Industrial Standards Acts

Industrial standards legislation in six provinces—Newfoundland, Nova Scotia, New Brunswick, Ontario, Saskatchewan and Alberta—provides for a similar system of hour and wage regulation. These laws enable the hours and wages agreed upon at a conference of employers and employees called by the Minister of Labour on petition of employer or employee representatives of an industry to be made obligatory on all persons in the industry in a defined zone, if the Government is satisfied that the participants constitute "a proper and sufficient representation" of the industry. The standards agreed on are set out in an industrial standards schedule, which is given legal effect by Order in Council. In some provinces annual vacation and public holiday provisions also may be included in industrial standards schedules.

The industrial standards Acts have been used most extensively in the building trades, barbering and clothing industries. In Nova Scotia and New Brunswick, they have been applied only to the building trades. The Newfoundland Act was enacted in 1963 and has not yet been given practical effect.

In Ontario, in which wider use of this type of law has been made than in any other province, 152 schedules were in force in 1963, regulating, in designated zones, nine categories of construction trades, barbering and the retail gasoline service industry. They included also seven schedules covering various categories of the garment industry, fur manufacturing and the manufacture of hard furniture, for each of which the entire province is designated as one zone.

Industrial standards schedules fix regular or standard hours of work, and, in most provinces, state that such hours are to be worked within a fixed period, e.g., between 8 a.m. and 5 p.m. Monday to Friday. For work outside established working periods a premium overtime rate must be paid (frequently time and one-half the minimum rate set by the schedule for a specified number of hours and double time thereafter). In Ontario and Alberta, a permit from the local advisory committee set up to help administer the schedule is usually required for overtime work.

Manitoba Construction Industry Wages Act

In Manitoba, the Construction Industry Wages Act regulates hours as well as wages. It provides for the setting of minimum rates of wages and maximum hours of work at regular rates for employees in the construction industry, on the recommendations of a board equally representative of employers and employees, with a public member as chairman.

A board, in making its recommendations, must take into consideration collective agreements and prevailing wages and hours in the part of the industry under its jurisdiction. (Separate boards have been established for heavy construction projects such as roads and bridges, major building construction projects in Greater Winnipeg and throughout the province, and other rural building construction projects.) The Act applies to private as well as public construction work.

Under the present schedule of wages and hours for the construction industry in Manitoba, a 40- or 42½-hour work week (the maximum number of hours to be worked at straight-time rates) is in effect for most classifications of construction work in the Greater Winnipeg area, and a 48-hour week in the rest of the province.

Workers engaged in public road and bridge work (i.e., done under contract with the provincial Government) in any part of the province except Winnipeg may work a maximum of 120 hours in each two-week period at straight-time rates.

Hours worked in excess of the maximum set in the schedule must be paid for at time and one-half the applicable minimum hourly rate. Double time must be paid for work on Sunday.

Other Laws

In New Brunswick, the Minimum Employment Standards Act, which is applicable to any place of employment other than a private home or a farm, sets limits on the hours which women and boys under 18 may work but does not limit working hours of men. Hours of women and boys under 18 are limited to 9 in a day and 48 in a week, unless special permission to work longer hours is obtained from the Minister of Labour.

There are also provisions limiting hours in some of the factory Acts and in mining legislation. In some provinces (New Brunswick, Ontario and British Columbia), legislation requiring the payment of "fair wages" on public works, i.e., works done under contract with the provincial Government, restricts the hours which workers on such projects may work.

Minimum Wage Orders

There is some indirect control of hours through the application of minimum wage orders, since in all provinces except Saskatchewan the board that establishes minimum rates of wages is also empowered to fix the minimum wage payable for overtime work. In Saskatchewan, all overtime pay requirements are laid down in the Hours of Work Act or orders under it.

A minimum wage order that has considerable significance with regard to working hours because of its wide coverage is General Minimum Wage Order 4 in Quebec. This is a blanket order applying to all workers in the province except (1) workers governed by decrees (2) farm workers (3) domestic servants and (4) employees covered by other (special) minimum wage orders. Order 4 covers an estimated 800,000 employees.

The minimum rates set by Order 4 apply to a "regular work week" of 48 hours, after which an overtime rate of one and one-half times the *minimum* rate must be paid. The overtime provision is applicable, for the most part, to hourly-rated workers. Workers who are paid a fixed weekly, monthly or yearly wage and whose earnings exceed a specified weekly amount are not entitled to overtime pay.

The minimum wage regulations in Manitoba also are of some importance with regard to working hours because of their application in those parts of the province in which the hours provisions of the Employment Standards Act do not apply. These regulations set standard hours of work of 48 in a week for men and 44 for women, and require payment of time and one-half the *minimum* rate for any time worked in excess of standard hours. These regulations constitute the only control of hours, except with regard to the construction industry, in the areas in which they apply.

COVERAGE OF HOURS OF WORK LAWS AND ADMINISTRATIVE AUTHORITY

All five hours of work laws have a wide application. Two, those of British Columbia and Manitoba, cover the industries named in a Schedule.

Professional workers and managerial personnel are commonly excluded from hours of work legislation. Persons qualified to practise a profession under certain Acts of the Legislature are excluded by regulation in British Columbia and Ontario. In Manitoba, any professional workers qualified to practise under legislation governing the practice of their professions are excepted from the definition of "employee" in the Employment Standards Act. In Alberta, chartered accountants and lawyers, and in Saskatchewan, medical doctors, lawyers and chartered accountants, are excluded by regulation.

The Saskatchewan Act does not apply to employees employed solely in a managerial capacity, and in the event of a dispute the Minister of Labour has exclusive power to determine whether a person is at any time employed in such capacity. Persons holding a position of supervision or management or employed in a confidential capacity are exempted from hours limitations in Alberta, British Columbia and Ontario, and in case of dispute as to whether a person is so employed the decision of the board is final. They are not specifically excluded in Manitoba. Persons employed in family undertakings are excluded in Manitoba and Saskatchewan.

The application of the Acts and the administrative authority in each case are set out below.

90168—2½

Province	*Name of Act*	*Application*	*Administrative Authority*
Alberta	Alberta Labour Act, Part I (R.S.A. 1955, c. 167)	All employment except farm labour and domestic service Municipal constables excluded	Board of Industrial Relations
British Columbia	Hours of Work Act (R.S.B.C. 1960, c. 182)	Applies to industries in Schedule, including mining, manufacturing, shipbuilding, electrical works, logging, construction, barbering, mercantile, baking, catering, Christmas tree industry, elevator operators, hotel clerks, truck drivers, bus operators, stationary steam engineers, bartenders, cemetery workers	Board of Industrial Relations
Ontario	Hours of Work and Vacations with Pay Act (R.S.O. 1960, c. 181)	Industrial undertakings Funeral directing, farming, horticulture, domestic service, commercial fishing, municipal firemen, salesmen, professional workers and a few other occupations excluded	Industry and Labour Board
Manitoba	Employment Standards Act, Part III (1957, c. 20) applies to chief industrial areas of the province†	Applies to industries in Schedule, including mining, manufacturing, barbering, hairdressing, offices, mercantile, insurance, baking, milk processing and distribution, catering, road transport, elevator operators, hotel clerks Municipal and other public bodies and travelling salesmen excluded	Manitoba Labour Board*
Saskatchewan	Hours of Work Act (1959, c. 98)	Most employment Farming, ranching, market gardening, domestic service and municipal firemen excluded	Labour Standards Branch of the Department of Labour

*The Board's duties are limited for the most part to the granting of exemptions from the overtime pay requirement. Enforcement of the hours provisions of the Act (Sections 27, 28 and 29) is not a responsibility of the Department of Labour or of the Board. These provisions give rise to civil action only.

†Greater Winnipeg area, Brandon, Portage la Prairie, Flin Flon, Selkirk, and the Local Government Districts of Snow Lake, Lynn Lake and Mystery Lake.

POWER OF ADMINISTRATIVE BOARDS TO MAKE EXCEPTIONS MAXIMUM HOURS LAWS

The three laws that set daily and weekly limits on working hours provide for exceptions in certain circumstances. In so doing, they recognize the need for some flexibility, in the manner of the first International Labour Convention on hours of work, the Hours of Work (Industry) Convention, adopted in 1919. (This was also the first Convention the International Labour Organization adopted). In their provisions authorizing exceptions, the British Columbia and Alberta laws, which were enacted in 1923 and 1936, respectively, follow the wording of the Convention.

British Columbia

In British Columbia, the Board of Industrial Relations has authority to make regulations permitting exceptions from the 8- and 44-hour limits set by the Act in case of preparatory or complementary work (see the order permitting engineers, firemen, oilers or greasers to work one additional hour a day), work which is essentially seasonal or intermittent, and work which must be carried on continuously by a succession of shifts.

Temporary exceptions may be allowed (also by regulation) to permit employers to deal with exceptional cases of pressure of work.

The Board is required to fix the maximum additional hours that may be worked in each case.

In making orders under this authority, the Board has taken into consideration the nature and location of the work—it has, for instance, set limits of 10 and 52 hours for work in resort hotels in unorganized territory during the summer season—and in a number of instances has permitted the averaging of hours, thus providing for some variation from week to week. Hours of workers in the logging industry, in drug stores and in retail florists' shops may be averaged over a period of two successive weeks; the order for milk delivery men permits averaging over a period of seven weeks. The latter order and the order for drug stores, however, permit averaging subject to specified daily and weekly limits.

Delivery men in the baking industry are exempted from the daily limit and, as in a number of other provinces, shop workers are permitted to work an 11-hour day on one day of the week. The latter order applies to shops outside the larger centres. In both these instances the adjustment permitted in daily

hours must be made within the weekly limit of 44 hours.

The Board has permitted some classes of workers to work *such hours in addition to* the 8 and 44 imposed by the Act *as may be necessary* to meet the requirements of the industry. Both bus operators and truck drivers are in this category. Workers engaged in emergency repairs are allowed such hours as (but not more than) may be necessary to prevent serious loss to, or interruption in the operation of, the undertaking.

Two orders relate to seasonal work. Persons employed in the lithographing industry and those employed in the manufacture of wooden containers for the shipment of fish, fruit and vegetables may during the busy season work such hours in excess of 8 and 44 as may be necessary from time to time to fill urgent orders.

In the trucking industry, instead of attempting to enforce restrictions on hours, the Board requires the payment of progressive overtime rates of pay as a penalty for working hours in excess of specified limits. These requirements, which are laid down in a minimum wage order for the industry, are that time and one-half the regular rate must be paid for the first 2½ hours or less worked in excess of 8½ hours in a day, and double time after 11 hours. If overtime is not calculated on a daily basis, time and one-half must be paid after 47 hours in a week.* There is also provision for the Board to vary the overtime rates of pay and to permit other arrangements (e.g., to meet the conditions of the "long distance haul" or to provide payment by the mile, ton or trip) by approving the relevant terms of a collective agreement.

Bus drivers are permitted to work such hours in excess of 8 and 44 as may be necessary to meet the requirements of public transportation, and, under the terms of the minimum wage order governing this occupation, must be paid time and one-half their regular rate after 8½ hours in a day or, where daily hours do not exceed 8½, after 47 hours in a week. The overtime rate is not payable for the waiting time of a bus operator when occupied on special trips, charter trips, excursions or overloads, for lay-over time or for any waiting time resulting from some factor beyond the employer's control.

Workers engaged in certain occupations in the logging industry (maintenance and preparatory work necessary to prevent interruption of normal production schedules); most employees in fish-processing (except office employees, guards, fire wardens, store clerks, stockroom men or commissary men and oil station attendants in organized territory); and workers in cook and bunk houses in connection with an industrial undertaking in unorganized territory are exempted from the hours limits set by the Act. Though their hours of work are unrestricted, these workers (with some exceptions) are subject to overtime pay requirements. Employees in cook and bunk-house occupations are entitled to payment of overtime on a monthly rather than the usual daily and weekly basis. These employees must be paid time and one-half after 191 hours in a month.

An undertaking or class of undertakings may be wholly or partly exempted from the Act. An exemption may be seasonal or year-round. Fruit and vegetable canning, geophysical exploration, pipeline construction, oil well drilling and service industries, and the grass dehydration industry have been so exempted. Except for grass dehydration, each of these industries is subject to the overtime pay requirements of the appropriate minimum wage order. Workers engaged in geophysical exploration must be paid the overtime rate after 191 hours in a month.

Fresh fruit and vegetable processing is another example of an industry that has been subject to the payment of progressive overtime rates (time and one-half for the first 2 hours after 9 in a day, double time after 11 hours, and, where overtime is not paid on a daily basis, time and one-half after 54 hours in a week). These overtime rates have been applicable during the summer season only. A new minimum wage order effective on July 2, 1965, will, however, change the overtime pay conditions for this industry, requiring the overtime rate to be paid throughout the year after 8 hours in a day or 48 hours in a week.

Professional workers and commercial travellers also are exempted from the operation of the Act.

The British Columbia Act has, in addition, a provision enabling the board by *written individual permit* to allow extra working hours "to overcome emergent conditions that may arise from time to time," provided such extra hours are not inimical to the interests of the employee. Temporary exemption permits are issued only on clear indication of their necessity, and the Board must be satisfied that the additional working hours applied for will not be more than will suffice for the extra pressure of work. In order that strict control may be kept over the working of

* Under the authority of the Male Minimum Wage Act, the Board has set the same overtime rates for ambulance drivers and attendants in Vancouver, Victoria and their environs and New Westminster, an occupation not subject to the Hours of Work Act.

overtime, permits issued by departmental Industrial Relations Officers stationed in parts of the province outside Vancouver and Victoria may cover a period not longer than two weeks.

The Act provides also that, in exceptional cases where it is recognized that 8- and 44-hour limits cannot be applied, collective agreement provisions concerning daily and/or weekly hours may be given the force of regulations by the Board (i.e., permitted in lieu of the standards in the Act), provided *average* weekly hours over the number of weeks covered by the agreement do not exceed 44.

Although 44 hours remain the maximum work week in British Columbia, except with a permit or where an hours of work regulation permits longer hours, it is significant to note that the 40-hour standard is increasingly becoming the point after which the overtime rate must be paid.

This is being effected through the Board's power to set an overtime rate in minimum wage orders. Both the Hours of Work Act and the Minimum Wage Acts are administered by the Board of Industrial Relations. Where the Board, exercising authority conferred on it by the Hours of Work Act, permits the working hours of an employee to exceed the statutory limits, it may make an order under the Minimum Wage Acts fixing the minimum wage to be paid for the overtime. As indicated above, the overtime rate established by the Board has been time and one-half the *regular* rate.

Until 1953 the Board had authority only to fix an overtime rate payable after 44 hours. Amendments made in that year, however, gave the Board power to set an overtime rate payable after a lesser number of weekly hours than 44. The amendments enabled the Board to establish uniform working conditions throughout an industry. Previously, large numbers of employees covered by collective agreements had enjoyed a work week of 40 hours or less, while other employees not protected by such agreements worked a 44-hour week. Under its new authority, the Board instituted a policy of requiring the overtime rate to be paid after 8 and 40 hours.

Payment of the overtime rate after 8 and 40 hours was required in pipeline construction, oil well drilling and service industries in 1956 and in shipbuilding and the construction industry in 1960. The 40-hour standard work week now applies also in factories, shops, offices, hotels and catering (including resort hotels), laundries, fish processing, and the funeral service business, to elevator operators, machinists and moulders, and to the refrigeration and sheet metal trades and from January 2, 1965 will apply to stationary steam engineers and to the mining industry.

Although a 44-hour week still obtains as the point at which the overtime rate is payable in a considerable number of orders, the Board's policy appears to be that the punitive rate is to be paid after 40 hours wherever conditions permit, with the aim of encouraging employers to reduce the work week to 40 hours.

Alberta

In its substantive provision regarding hours of work, the Alberta Labour Act limits the working hours of an employee in any industry to 8 in a day and 48 in a week of not more than six working days.

Because it was anticipated that a reduction in these limits might be practicable at a later date, the Act permits the administrative board—Board of Industrial Relations—after an inquiry to set a lower maximum work-day and work-week than those prescribed in the Act. Under this authority, limits of 8 and 44 hours were set by administrative order in 1952 for the chief urban centres of the province. The coverage of this order was extended in 1961 to all centres with a population of over 5,000. To make for flexibility, it is provided in the order that, where a 44-hour limit is impractical, weekly hours may be averaged over a consecutive four-week period, so long as not more than 48 hours are worked in any one week. In the rest of the province the 8- and 48-hour limits set by the Act apply.

Under the same authority, the Board has set a lower maximum work week for a few industries, e.g., 40 hours for breweries (excluding office staff) throughout the province and 40 hours for the foundry industry in the City of Calgary.

In addition to making orders setting a lower maximum than 48 hours for any employment, the Alberta Board, with the approval of the Lieutenant-Governor in Council, may make orders providing for permanent or temporary exceptions from the limits prescribed. The section permitting exceptions (for seasonal or intermittent work, in exceptional cases of pressure of work, and for continuous processes requiring a succession of shifts) is similar to that contained in the British Columbia Act and described above. All exceptions granted must be gazetted and on publication have the same effect as if incorporated in the Act.

Further, the Board has power, after inquiry and with the approval of the Lieutenant-Governor in Council, to exempt an industry in whole or in part from the operation of Part I (Hours of Work). As in British Columbia, the Board may grant an exemption on a permanent basis or during the busy season.

Since the Alberta Labour Act is an omnibus Act covering minimum wages and numerous other matters as well as hours of work, the Board of Industrial Relations, which is responsible for the administration of the whole Act, is able, in making an order, to exempt a class of workers both from the hours limitations of Part I and from the overtime pay requirements prescribed by and under Part II (Minimum Wages). Most of the Board's orders granting exemptions are both hours of work and minimum wage orders.

Under Part II, the Board has authority to fix the minimum wage payable for "overtime," which is defined as time worked by an employee in excess of 9 hours in a day and 48 hours in a week, or in excess of any lesser number of daily or weekly hours prescribed by the Board under Part I. The Board in its general minimum wage orders has fixed the minimum wage payable for overtime as not less than time and one-half the *regular* rate.

The Board has made special orders for a considerable number of industries, permitting them to work a fixed number of hours in excess of the limits prescribed and at the same time exempting the employers concerned from the requirement to pay the (time and one-half) overtime rate for such extra hours.

Such orders cover truck drivers outside of cities (who are allowed to work 10 and 50 hours at straight-time rates), taxi drivers, and ambulance drivers and attendants (both classes may work 10 and 60 hours at straight time). Other orders cover highway construction, logging and sawmills in rural areas, cooks, night watchmen, etc., in work camps, geophysical exploration, land surveying and the oil well service industry, all of which are permitted to work 208 hours in a month at straight time, with or without a daily limit, depending on the order.

Some classes of employees (various categories of salesmen, chartered accountants and lawyers, and persons in certain job classifications in the geophysical exploration, oil well service and land surveying industries) are exempted altogether from hours limitations and the overtime pay requirement.

In its order for the pipeline construction industry, the Board took into consideration both the part of the industry that was organized and the part that was not. The intent of the Board was that the statutory hours of work should apply unless a collective agreement had been entered into establishing a 40-hour week, in which case the hours of work established by the agreement would become the normal hours of work for purposes of the order. Thus the order sets as normal hours of work either 8 and 48 or the hours fixed by a collective agreement where such hours are 40 in a week and a daily maximum in excess of 8. Time worked in excess of 9 or 48 hours, whichever is greater, or in excess of the hours established by collective agreement, must be paid for at time and one-half the regular rate.

Ontario

In Ontario, the working hours of an employee in an industrial undertaking may not exceed 8 in a day and 48 in a week.

The Industry and Labour Board, which administers the Hours of Work and Vacations with Pay Act, may, by regulation, subject to the approval of the Lieutenant-Governor in Council, prescribe industrial undertakings or branches of undertakings in which the maximum hours permitted by the Act may be exceeded and may fix the extent of such excess.

The regulations under the Act are of general application and limit overtime to 100 hours in each year for each employee. To work such overtime, however, specific authorization must be obtained from the Board. Greater leeway is granted to engineers, watchmen, firemen, shippers and other persons engaged in non-productive work, who may, with board approval, work 12 hours' overtime in each week.

The Board may also authorize extended working hours in an undertaking where in its opinion the nature of the work or the perishable nature of the raw material being processed, as in the case of the fruit and vegetable industry, makes the working of overtime necessary.

For drivers in the highway transportation industry engaged in interurban operations, and for other employees in the industry such as maintenance men and shippers, the Board has authorized a maximum of 12 hours of overtime in a week in addition to the general maximum of 48, making a total of 60 hours. The same exemption has been granted for the municipal transportation industry.

An amendment to the Act in 1964 set a limit of six hours in a week on the overtime which may be worked by young persons under 18 (i.e., total working hours of not more than 54 in a week), and the Board was empowered to fix the minimum rate of wages payable for such overtime.

At present there is no legal requirement in Ontario with regard to the payment of a premium rate for overtime work.

The Manitoba and Saskatchewan laws also provide for exceptions. These laws set standand hours as opposed to maximum hours. Working hours are not restricted other than through the requirement to pay a penalty rate after specified hours.

The same principle is followed in some United States legislation, including the federal Fair Labor Standards Act. This type of hours regulation was based on the theory that the time and one-half overtime rate would be a sufficient financial penalty to eliminate overtime work except where it was strictly necessary. This method also entails less administrative work in that there is no necessity to grant overtime permits.

The Saskatchewan Legislature appears to have found, however, that some further measure of control was necessary, since it enacted an amendment enabling the Government to set a daily limit of 12 hours, where necessary. This power has been used to restrict daily hours in highway construction and maintenance.

The Manitoba law applies to scheduled employments and makes no provision for the exemption of an industry or undertaking from the overtime pay requirement. It does, however, permit working hours to be varied in certain circumstances without payment of the overtime rate. The number of applications for exemptions has lessened in recent years, indicating that employers have adjusted to the requirements of the Act.

The Saskatchewan law provides for both full and partial exemptions from the requirement to pay the overtime rate. Both complete and partial exemptions have been granted, the latter allowing hours in excess of 44 to be worked before the overtime rate applies. Some relaxation of the 44-hour week standard has been permitted in the smaller communities, and in a number of special occupations, some of them seasonal. Workers in such workplaces as hotels, restaurants, garages, hospitals, nursing homes and educational institutions in all areas other than the cities are permitted to work a 48-hour week before the overtime rate must be paid.

Saskatchewan

The Saskatchewan Hours of Work Act, as enacted in 1947, provided that no employee was to be required or permitted to work for more than 8 hours in a day or 44 hours in a week, unless he was paid time and one-half his regular rate for any time worked after the hours specified. It provided also for the maintenance of take-home pay when hours were reduced in order to comply with the Act.

The Act originally was not made applicable to all areas of the province. It was applied at first to all workplaces in cities, to offices and shops in towns and villages with a population of more than 500, and to factories anywhere in the province. Coverage was further extended in 1949 and 1951, and the Act was made applicable to the entire province in 1953.

It was not found practicable, however, to apply a generalized 44-hour week standard, and, as coverage was extended to the smaller towns and villages of the province, regulations were made permitting workers in workplaces in the smaller centres (other than factories) to work 48 hours in a week before the overtime rate applied. Subject to the exceptions noted below, at the present time the 44-hour week is in force in the 11 cities, in offices and shops in 71 larger towns and villages, and in factories throughout the province. Elsewhere the 48-hour week is in effect.

Not included as "factories" are creameries, garages and blacksmith or machine shops used chiefly for the repair or servicing of farm machinery. "Shops" include barber shops, beauty parlours, and dry cleaning or dyeing establishments but not places where farm machinery is sold.

By administrative order, all the area of the province north of Township 62, except for the village of La Ronge, the Town of Creighton and the municipal district of Uranium City, was exempted from the Act.

As in other provinces, the Act recognizes the necessity of providing for some variation from the standards laid down. The Lieutenant-Governor in Council is given authority to exempt any class of employment from the Act or to relax the provisions of the Act, subject to specified conditions, for seasonal or other industries.

The Lieutenant-Governor in Council has entirely exempted certain classes of employment from the Act, with the result that these classes have no entitlement to overtime pay. Classes entirely exempt include certain professional workers; milk, bread and soft drink salesmen; certain construction workers; workers in the logging industry; employees engaged in fishing and preparing fish for market; caretakers in residential buildings; employees in the geophysical and seismographical industry; and commercial travellers.

In addition to the general exemptions authorizing a 48-hour week in the smaller centres and an exemption permitting a 48-hour week for transmission pipeline construction, exceptions have been permitted for certain classes of workers, and the method most often employed is the averaging of working hours over a specified period. A number of these orders apply to a particular class of employees in one city, e.g., the public transportation (bus) system of the City of Regina.

Certain daily newspaper employees in cities (editorial, reporting and advertising staff, supervisors of delivery boys) are permitted to average the 44-hour week over a month. An employee's monthly hours of work are calculated by multiplying 7 hours and 20 minutes by the number of days worked in the month.

Oil truck drivers may average their working hours over a year. Thus hours in excess of 44 worked in the busy season may be offset by lesser weekly hours worked in the slack season. The number of hours of overtime that has accumulated to the credit of a driver is to be calculated by the employer on July 1, and overtime remuneration paid within 30 days from that date.

In certain seasonal work (employees of swimming pools and skating rinks in various cities) hours may be averaged over a period of two consecutive weeks or, in one case, a month.

Public transportation employees in Regina are permitted to work a nine-hour day and 192 hours in a month before the overtime rate applies.

Employees of the civic arena operated by the City of North Battleford are, in effect, allowed to average the 44-hour week over a year. For six months (October 15-April 15) they may work a nine-hour day and a total of 96 hours in two consecutive weeks, and for the rest of the year an 8-hour day and 40-hour week, before the overtime rate applies.

To take care of the situation where shops remain open on one night a week, shop employees are allowed to work up to 11 hours on one day in the week, without overtime, provided they do not work more than 8 hours on any other day or more than 44 hours in the week. This order applies in towns and cities with a population between 500 and 10,000.

The Act makes provision also for a special arrangement of hours, without payment of the overtime rate, where shift work is involved. The Minister of Labour may, to facilitate the rotation of shifts, authorize the averaging of the 8-hour day and 44-hour week over a prescribed number of weeks. Such an arrangement would allow, e.g., the working of alternate work weeks of 48 and 40 hours.

The Lieutenant-Governor in Council has power to declare that the Act will again apply to an industry, occupation or class of workers previously excluded, in whole or in part. Some conditional exemptions have been removed and the 44-hour week re-established in a number of cases.

Manitoba

In Manitoba, shop employees may be required to work up to 11 hours in a day on one or more fixed days in a week, without being paid at the overtime (time and one-half) rate, so long as weekly hours remain within the standard prescribed by the Act (48 hours for men, 44 for women).

As in Saskatchewan, longer hours may be worked, without the payment of overtime rates, to facilitate shift operations, provided the average hours worked over a specified number of weeks do not exceed 48 or 44, as the case may be. In such cases, authorization must be obtained from the Manitoba Labour Board, which has certain administrative functions under Part III of the Employment Standards Act—Hours and Conditions of Work.*

The Board may also, on application, exempt an employer from the obligation to pay men and women overtime rates on a different basis when both sexes are employed in the same classification and on substantially the same work. The employer in such cases may be allowed to pay women employees overtime rates after 48 hours instead of after 44 hours in a week.

Where, in the Board's opinion, it is not feasible or reasonable to apply the hours provisions of the Act to an industry or branch of an industry, it may, by order, set such daily, weekly or monthly hours as may seem appropriate, taking into account any existing custom or agreement.

Comparatively few exceptions have been allowed in Manitoba. The 1962 and 1963 Annual Reports of the Manitoba Department of Labour do not report the granting of any modifications from the overtime provisions of the Act. This may be due in part to the fact that the Act applies only to the chief industrial centres of the province, where a considerable degree of trade union organization exists, and in which a higher standard of hours than that laid down in the Act may be presumed to have been attained.

A detailed listing of exceptions permitted by administrative order follows. The general standards imposed by the Acts are again stated for purposes of comparison.

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* See table page 12.

EXCEPTIONS PERMITTED BY ADMINISTRATIVE ORDER

Province	*General Limits on Working Hours*	*Exceptions*
		Daily Limit May Be Exceeded
British Columbia	8, 44	Lumbering, night shift (sawmills, planing mills and shingle mills): 44 hours in 5 nights, but not more than 9 hours in a night. **Regulation No. 2**
		Engineers or operators, firemen, and oilers or greasers (where there is only one shift of such workers): 1 hour a day for preparatory or complementary work. **Regulation No. 4B**
		Mercantile industry (Vancouver, Victoria and their environs and New Westminster excepted): 3 hours on one day of each week (either Friday or Saturday) and on the day preceding a statutory holiday which occurs on a Saturday, but not more than 44 hours in a week. **Regulation No. 29B**
		Mercantile industry (annual Christmas exemption): 2 hours on any two days during the Christmas season. Christmas, 1963, Temporary
		Bakery salesmen (delivery men): no daily limit but weekly hours not to exceed 44. **Regulation No. 17**
		Weekly Limit May Be Exceeded
		Logging industry: 88 hours in two successive weeks (permits averaging) but not more than 8 hours in a day. **Regulation No. 41**
		Retail florists: 88 hours in two successive weeks. **Regulation No. 19**
		Daily and Weekly Limits May Be Exceeded
		Milk delivery men: 59 hours in a week, provided that, over a period of 7 weeks, a driver does not work more than 350 hours or more than 10 hours in a day. **Regulation No. 23B**
		Resort hotels in unorganized territory June 1—September 30: 10,52. **Regulation No. 45**
		Drug stores (registered apprentices, certified clerks and licentiates of pharmacy): 88 hours in two successive weeks but daily hours not to exceed 9 and weekly hours not to exceed 48. **Regulation No. 16F**
		Permitted to Work Such Hours in Excess of 8 and 44 as are Necessary (No actual limits imposed)
		Lithographing industry May-October, inclusive. **Regulation No. 10**
		Manufacture of wooden containers for shipment of fish, fruit, or vegetables June-September, inclusive. **Regulation No. 7**
		Truck drivers. **Regulation No. 23A**
		Bus operators. **Regulation No. 1A**
		Workers engaged in emergency repairs. **Regulation No. 6**
		Exempted from Hours Limits (Section 3)
		Certain occupations in logging. Fish-processing (not office employees, store clerks, etc.). Cook and bunk-house occupations in unorganized territory. **Regulation No. 3**
		Fresh fruit and vegetable industry. **Regulation No. 21**
		Exempted from Act
		Grass dehydration industry April 1-September 30 (not office employees). **Regulation No. 35**
		Geophysical exploration. **Regulation No. 40**
		Pipeline construction, oil well drilling and service industries. **Regulation No. 42**
		Commercial travellers. **Regulation No. 39**
		Professional workers. **Regulation No. 44**

EXCEPTIONS PERMITTED BY ADMINISTRATIVE ORDER—*Continued*

Province	*General Limits on Working Hours*	*Exceptions*
Alberta	8, 44 (centres over 5,000 population)	*Exempted from both Hours Limits and Overtime (Time and One-Half) Pay Requirement* (Hours which may be worked at straight-time rates)*
	8, 48 (rest of province)	Ambulance drivers and attendants (operating in or out of Edmonton, Calgary and Lethbridge): 10, 60. **Order No. 34**
		Taxicab drivers: 10, 60. **Order No. 30**
		Truck drivers (excluding those operating solely within a city): 10, 50. **Order No. 20**
		Cooks, night watchmen, etc., in lumbering and work camps: 10, 208 (10 in a day, 208 in a month). **Order No. 13**
		Logging and sawmill employees November 1-March 31, or, with approval of board, June 1-October 31: 9, 208. **Order No. 12**
		Geophysical exploration (field) employees: 208. **Order No. 10.**
		Land surveying (field) employees: 208. **Order No. 24**
		Oil well service (field) employees: 208. **Order No. 29**
		Highway construction employees: 10, 208. **Order No. 7**
		Irrigation projects April 1-November 30: 9, 54. **Alta. Reg. 383/57**
		Exempted from Hours Limits but not from Overtime Pay Requirement
		Garage mechanics and service station employees in national parks May 15-September 30: 10, 60. **Order No. 11**
		Grain elevator repair crews April 1-October 31: no limits imposed. **Order No. 14**
		No Restrictions on Hours and No Entitlement to Overtime Rate
		Chartered accountants and lawyers. **Order No. 27**
		Commercial travellers and car and machinery salesmen. **Order No. 25**
		Insurance agents, real estate and security salesmen (exempted from Parts I and II). **Order No. 26**
		Employees engaged in road construction for a rural municipality. **Order No. 31**
		Certain classifications in oil well service, land surveying and geophysical exploration (the latter excluded from Part I.) **Order Nos. 29, 24 and 10** Social welfare workers, probation officers, dairy inspectors, etc.† **Order No. 33**
		Employees for Whom Board Has Fixed Lower Maximum Hours than 48
		Brewery employees, male (not office staff): 8, 40. **Order No. 37**
		Foundry employees in Calgary: 8, 40. **Order No. 16**
		Hotel employees, licensed premises in specified cities and towns: 8, 44. **Order No. 36**
		Pipeline construction employees: 8, 48 *or* hours fixed by collective agreement (40 and a daily maximum in excess of 8). **Order No. 18**
Ontario	8, 48	Engineers, watchmen, firemen, shippers and other persons engaged in non-productive work: 12 hours in each week (board approval required). All other employees: 100 hours in each year (board approval required). **Regulation No. 241**
		Highway transportation industry (drivers, maintenance men, shippers, etc.): 12 hours in each week in excess of 48. Blanket approval granted July 1, 1950
		Municipal transportation industry (engineers, firemen, watchmen or on shop or track maintenance): 12 hours in each week in excess of 48. Blanket approval granted January 2, 1948

*Time and one-half the regular rate must be paid for any hours worked after these limits.

†These employees must be granted 1½ hours off duty at regular pay for every hour of overtime worked.

EXCEPTIONS PERMITTED BY ADMINISTRATIVE ORDER—*Concluded*

Province	*General Limits on Working Hours*	*Exceptions*
Saskatchewan	No limits if one and one-half times the regular rate is paid after 8 and 44 hours (48 hours in smaller centres)	*Full Exemption from the Act* Chartered accountants and students in accountancy in any locality in which there is no office of a practising public accountant. **O.C. 1197/55** Medical doctors, interns, lawyers and students at law. Milk, bread and soft drink salesmen paid wholly or partly by commission. Highway construction employees. Employees engaged in the construction of irrigation projects (not office staff). Employees in the logging industry (not including office staff and workers in a sawmill or planing mill). Employees engaged in fishing and preparing fish for market. Commercial travellers. Caretakers in residential buildings. Employees in the geophysical and seismographical industry (not office staff). **O.C. 1204/55** Persons employed solely on road construction or maintenance for a rural municipality. **O.C. 790/58** Larger school units and persons engaged solely in repair and construction of school buildings in areas other than the cities and (55) larger towns and villages. **O.C. 796/59** Persons employed in northern area of province north of Township 62, except in village of La Ronge, town of Creighton and municipal district of Uranium City. **O.C. 674/58** *Hours Permitted before Overtime Rate Applies* Shops in 5 smaller cities and 71 towns and villages: 11-hour day on one day of the week, with not more than 8 hours on other days and weekly 44 hours to be observed. **O.C. 2032/62** Offices and shops in places other than the cities and 71 towns and villages: 48-hour week permitted. **O.C. 2031/62 and O.C. 2032/62** Workplaces *other than offices, shops and factories* in all areas other than the cities: 48-hour week permitted. **O.C. 1837/55** Transmission pipeline construction: 48-hour week permitted. **O.C. 1199/55** Daily newspaper employees in cities: 44-hour week may be averaged over a month. **O.C. 1203/55** Oil truckers: 44-hour week may be averaged over a year. **O.C. 1207/55** Employees of swimming pools (4 cities): 44-hour week may be averaged for two consecutive weeks. **O.C. 479/57, O.C. 71/58** and **O.C. 1467/60** Employees of skating rinks (Prince Albert): 44-hour week may be averaged for two consecutive weeks. **O.C. 70/58** Employees of skating rinks (Saskatoon): 44-hour week may be averaged over a month. **O.C. 1202/55** Public transportation employees (Regina): 9-hour day and 192 hours in a month permitted. **O.C. 1200/55** Beauty culture employees (Saskatoon): 9-hour day and 44-hour week permitted. **O.C. 1211/61** Employees of civic arena (North Battleford): 9-hour day and 96 hours in two consecutive weeks for six months; 8-hour day and 40-hour week for rest of year. **O.C. 435/63**
Manitoba	No limits in chief industrial areas of the province if one and one-half times the regular rate is paid after 8, 48 hours (men) and 8, 44 hours (women)	*Limits on Overtime Work of Women* 3 hours in a day‡ 12 hours in a week‡ 24 hours in a month‡

‡Under minimum wage orders (30/60). Applies anywhere in province.

Extended Daily Hours to Permit a 5- or 5½-Day Week

In all five provinces daily hours may be increased (in Manitoba and Saskatchewan, without payment of overtime rates) to provide for a 5- or 5½-day week, so long as weekly hours are not exceeded.

In Alberta, a nine-hour day may be worked without reference to the Board, but to work longer daily hours Board approval must be obtained. In British Columbia, a nine-hour day is permitted if hours are scheduled by collective agreement. In Saskatchewan, an employer may establish a working schedule in which not more than nine hours are worked in a day by agreement with a majority of his employees and with the permission of the Minister of Labour. In Ontario and Manitoba, there is provision for working a nine-hour day or longer. Daily hours in excess of eight may be worked in Ontario with the authorization of the Board, and in Manitoba with the approval of the Board or by virtue of a collective agreement.

Working Hours in Emergencies

Except in Saskatchewan, maximum working hours (in Manitoba, the maximum number of hours to be worked at regular rates) may be exceeded in emergencies, e.g., in case of accident, a breakdown in machinery or some circumstances beyond human control, but only to the extent necessary to avoid serious interference with the ordinary working of the undertaking. The employer is required to report such emergency work to the Board, stating the reasons for it, within a specified time (15 or 30 days, as the case may be). In Saskatchewan, if the employer considers that overtime is necessary in case of emergency, he must pay the overtime rate.

Split Shifts

In British Columbia, with some exceptions, working hours of employees in "industrial undertakings" (listed in the Schedule to the Act) who work on a split shift must be confined within the 12-hour period immediately following commencement of work.

Exceptions are: Bartenders, waiters and utility men in licensed premises: 13 hours. Hostlers in logging industry: 16 hours.

In Alberta, in places with a population of more than 5,000, working hours must be confined within the 10 hours immediately following commencement of work. Elsewhere in the province working hours must be confined within a 12-hour period.

Exceptions are:

Ambulance drivers and attendants: 12 hours; those employed between 6 p.m. and 8 a.m.: 14 hours
Taxicab drivers: 12 hours
Truck drivers: 12 hours
Hotel employees, licensed part of premises: 9 hours
Employees in summer resorts, and provincial and national parks June 1-September 30: exempted from split-shift provisions

In Saskatchewan, split-shift provisions apply in hotels, restaurants, educational institutions, hospitals and nursing homes. In such workplaces, a period of not more than 12 hours may elapse between commencement and termination of work, and an employee may not be required to report on more than two occasions in that period. These provisions are contained in minimum wage orders.

The only requirement regarding split shifts in Ontario is that the daily work period or periods of workers in restaurants must be confined within 12 hours following commencement of work.

There are no provisions regarding split shifts in the hours legislation of Manitoba.

ADMINISTRATION

In Alberta, British Columbia, Ontario and Saskatchewan, employers are required to keep hours of work records, which are subject to inspection by departmental inspectors. The Manitoba Employment Standards Act requires an employer to maintain hours, wage and vacation records "unless the Minister authorizes him in writing to dispense therewith" but it is specifically stated that the Minister of Labour is not responsible for the enforcement of the hours of work provisions of the Act. The recourse available, therefore, in that province to an employee who claims that he has not been paid overtime remuneration in accordance with the terms of the Act is to take court action against his employer under the Wages Recovery Act.

In the other four provinces charges may be laid against an employer for employing a person or permitting him to work contrary to the Act or regulations, and, if convicted, he is subject to a fine. In Alberta, British Columbia and Saskatchewan, the court has authority not only to impose a fine but also to order the employer to pay the amount of overtime wages owing to the employee.

In Saskatchewan, Alberta and British Columbia, unpaid overtime remuneration is usually collected, however, without resort to court action. In Saskatchewan, inspectors are authorized, when underpayment is disclosed, to determine the amount of wages owing under the Act, and, if the amount is agreed to in writing by the employer and the employee, to arrange for the payment of this amount forthwith to the Deputy Minister, who in turn pays the money to the employee. An employer who complies with this provision is not liable to prosecution. This procedure

is specifically provided for in the Hours of Work Act and also in other Saskatchewan labour standards laws.

The Alberta Board of Industrial Relations has authority to collect any payment due for overtime or any arrears of wages on behalf of employees, and the Board of Industrial Relations in British Columbia has similar power under the Payment of Wages Act. Considerable amounts of overtime pay are collected annually on behalf of employees in all three provinces.

National Conference on Labour-Management Relations

Convened by the Economic Council of Canada, two-day meeting is attended by 150 leaders of industry and organized labour

"Economic growth makes possible movement, progress, and a sense of accomplishment which is the spark of a free society . . . economic growth means change—change from the existing to better ways of doing things. Where there is no change there is no growth," said Dr. John Deutsch, Chairman of the Economic Council of Canada, in his opening address to the National Conference on Labour-Management Relations, held in Ottawa on November 9 and 10.

The meeting, which was convened by the Council, was attended by 150 leaders of industry and organized labour, as well as 11 Ministers of Labour and a number of university specialists.

Dr. Deutsch explained that "by economic growth we mean a rising output of goods and services in relation to the number of persons required to produce it. It is achieved by an increase in productivity and efficiency."

An increase in productivity, he went on to say, "is the essential basis for a rising standard of living which can be widely shared. There is no other way. Without improvements in productivity and economic growth, the attempt by one group to get more will be at the expense of others. This is the process of social strife and frustration."

But the improvement of productivity and the attainment of economic growth had its price, the speaker said. It was neither a comfortable nor an automatic process. Indeed, it was quite the opposite. "It is both disturbing and demanding. Economic growth means innovation and invention, the more extensive use of machines and other forms of capital, the harnessing of the vast energies of nature and better administration and organization. . . ."

The scientific and technological revolution through which we are living, and which is making possible the change and growth that have become a dominant feature of our lives, is providing "vast new opportunities for new enterprise, for expansion, for better-paid employment and for more rewarding work."

"Obsolete Occupations"

But, at the same time, it is leaving an aftermath of "obsolete occupations and skills, contracting industries and declining areas. And the new opportunities, the new benefits, the costs and the losses are very unevenly distributed."

The new jobs that are coming into existence, Dr. Deutsch pointed out, are different from the ones that are disappearing, and are in different places. "In these circumstances there is always the temptation to try to stop the whole process. Governments are tempted to subsidize declining industries, employers are tempted to look for shelter behind tariff walls and monopolies, and labour is tempted to cling to old working rules."

If this defensive and negative attitude prevails, the speaker said, there will be an end of both change and progress. But this need not happen; there is another way—"the approach designed to facilitate adjustment and movement from the declining to the expanding possibilities. This approach will recognize the need for forward planning and the systematic organization of change, the need for modernization and efficient management, the need for retraining and mobility, the need to provide and to accept new jobs, the need to avoid a one-sided and callous distribution of losses, and a need to work out an equitable sharing of the benefits. . . ."

There was, Dr. Deutsch said, a realization "that neither the responsibility for, nor the cost of adjustment can be imposed solely upon one of the parties or let fall upon the weak."

"Co-operation and Consultation"

Merely to state these requirements for orderly change and progress made it clear that they could not be met without "co-operation, consultation and joint arrangements between labour and management . . . . The defensive and negative approach to change does not require co-operation—it is born out of strife and ignorance."

Acceptance of the policies and attitudes that facilitated adjustment to change, and hence made possible rising productivity and economic growth, would make it easier, Dr. Deutsch said, to accomplish other aims that he had referred to earlier in his address—full employment, reasonable price stability and a viable balance of payments. These were the aims to which, together with an adequate rate of ecoonmic growth and an equitable

sharing of rising incomes, the Economic Council of Canada was committed, he had said.

"There is nothing especially Canadian about these aims—they are the aims, more or less explicitly stated, of most modern industrial nations. There is widespread agreement that each one of these aims is in itself highly desirable. However, together they pose a formidable task. The simultaneous achievement of these desirable goals within the framework of a free society is a very considerable, but worthy challenge.

"In order to be successful in meeting this challenge many things are needed and many things have to be done, but it is certain that one of the indispensable requirements is an appropriate climate of labour-management relations."

The speaker went on to say that there were those who held that full employment, price stability and free collective bargaining were inconsistent with each other, and he admitted that "on the basis of both experience and logic this view cannot simply be brushed aside. It arises out of a very real and difficult problem in the context of a free economy.

"It is argued that when there is the promise by the government to maintain full employment, labour unions are in a position, without risk of unemployment, to demand increases in wages in excess of increases in productivity, so that prices are pushed up. Employers in turn can raise prices without risk of loss of markets, because the government in seeking to maintain employment will pump more money into the stream of purchasing power. This is the familiar vicious cycle of inflation. Possibly the cycle can be broken by some form of government regulation of wages and prices. But if this is done, free collective bargaining is gone.

"Quite clearly, the consistent and simultaneous achievement of high employment, price stability and economic freedom calls for a high sense of responsibility, restraint and co-operation by each of the three parties, the government, labour and management. This . . . means that governments must at all times maintain the appropriate monetary and fiscal environment and the appropriate incentives. It means that both management and labour must proceed on the basis of an objective analysis of the performance and the possibilities of the economy, and not on the basis of wishful thinking or slogans. None of this is possible without meaningful co-operation and understanding."

"A Most Formidable Task"

The consistent attainment of the aims he had referred to—full employment, reasonable price stability, and so on—was "a most formidable task. Indeed, it has been called the biggest economic problem of our time." Dr. Deutsch said.

"The complex difficulties which are posed for government policy and for labour-management co-operation can be tackled effectively only if there is available good information and objective analysis. It is necessary to have an understanding of the possibilities and capabilities of the economy, of the alternative choices available, of future trends and likely problems, and of the inter-relationships of various courses of action. The development of this kind of information and its relation to the aims of the future might be called research, forward programming, economic planning, or what you will . . . ."

One of the primary purposes of the Economic Council was to fill this need, the speaker said. He pointed out also that the Council itself provided "a forum for discussion and consultation between leading representatives from labour and management."

He went on to express the hope that under these joint auspices it would be possible to reach a closer understanding on basic issues and to lay a wise course for the future; and, he added, "it is hoped also that this work will help to achieve constructive solutions to labour-management problems throughout the economy."

For the National Conference on Labour-Management Relations, the Economic Council of Canada commissioned a series of research studies by experts in industrial relations. Digests of some of these papers, which were used as the basis for discussion at the conference, will be published in the LABOUR GAZETTE in succeeding months.

Federal-Provincial Agricultural Manpower Conference

More planning and organization needed in agricultural labour market, federal and provincial officials agree at one-day meet

Federal and provincial agriculture and labour officials agree there should be more planning and organization in the Canadian agricultural labour market, but they acknowledge that lack of information on this subject is hampering the development of adequate agricultural manpower programs.

The Minister of Labour, Hon. Allan J. MacEachen, the Minister of Agriculture, Hon. Harry Hays, and other federal officials met last month with provincial Ministers of Agriculture and their deputies at a one-day conference in Ottawa called to discuss farm labour questions.

In his opening statement to the December 18 meeting, Mr. MacEachen said that general improvement in the economy had brought a "shift in concern from high levels of unemployment to potential manpower shortages." Joint federal-provincial efforts must be made to meet in advance changing patterns of needs in agriculture, he stated.

A shortage of skilled agricultural labour has been developing in some parts of the country, notably Ontario and the Prairie Provinces. The strong pull of non-farm industries expanding with an expanding economy was responsible to some extent for this shortage, delegates were told by Dr. Gil Schonning of the Economics and Research Branch, federal Department of Labour.

This problem is complicated by the peculiar demand pattern in agriculture. Twice as many hired workers are needed on farms in the summer as in the winter.

Because of this seasonal pattern, the officials agreed, there is a need for advanced planning and a better organization of the agricultural labour market. This requires steps to upgrade existing manpower and where necessary to transfer workers from areas of surplus to areas of tight labour supply.

Several delegates pointed out that the quality of workers recruited is as important as the number available. Farm employers are reluctant to accept untrained labour even in the busy summer months. There was agreement that existing training facilities for agricultural workers should be expanded and new programs established where needed.

Pilot projects are underway in at least two of the provinces, experimenting with the use of labour camps or hostels to provide eating and sleeping facilities for workers brought into farming areas. As part of the plan, workers are supervised as they move from one farm to another and are given some training in the jobs they have to do.

Hours of work, wage rates, duration of employment, living conditions and social services such as workmen's compensation and unemployment insurance came in for consideration because of their importance in attracting and retaining qualified workers in agriculture.

Effective planning is hampered by the lack of accurate data in these areas, both federal and provincial officials found. It was agreed that a critical review should be undertaken of existing surveys to determine the gaps that exist and the means by which more comprehensive information on farm manpower and employment conditions in agriculture can be obtained, analyzed and presented.

The U. S. Department of Labor has announced it will undertake the most massive recruiting effort ever made to sign up Americans for seasonal farm work, to replace about 200,000 Mexican labourers brought into the country each year.

The law under which the Mexicans have been allowed in the U.S. to do farm work expired December 31. Foreign workers may still be allowed temporary admission under the Immigration Act if American workers cannot be found to fill the jobs at wage rates set by the Department of Justice on the advice of the Department of Labor.

The announcement of the recruitment program indicates that these wage rates will be set at a relatively high level. Farm work is now the lowest paid of any major occupation in the U.S.

James McGregor, Director of Unemployment Insurance, Unemployment Insurance Commission, outlined some of the difficulties involved in extending insurance coverage to agricultural workers. The UIC is making a new survey, its third to date, into the possibilities of overcoming these problems, again related primarily to the seasonal nature of employment in agriculture.

Under present regulations, Mr. McGregor believed, an extension of coverage might act as a deterrent rather than an incentive to farm labour, particularly for basically industrial workers who might consider agricultural work on a seasonal basis. Delegates from the provinces, on the other hand, thought that lack of unemployment insurance benefits was a deterrent to recruiting regular as well as seasonal workers.

The meeting reached agreement in principle on a new federal-provincial Agricultural Manpower Agreement. Under this program, the federal Government and the provinces share expenses incurred in organizing the more efficient use of manpower in agriculture and in recruiting, transporting and placing agricultural workers.

Eighth Meeting, National Technical and Vocational Training Advisory Council

Recommends study of desirability and feasibility of setting up special training program for Indians. Training Branch reports approval of 616 vocational school capital projects

A move to study the advisability of setting up a special program of training for the reservation Indians of Canada was made by the National Technical Vocational Training Advisory Council at its eighth meeting, held in Ottawa in late November.

The Council passed a resolution asking the Technical and Vocational Training Branch of the Department of Labour to undertake this study, in consultation with the appropriate agencies, and to report its findings at the next meeting of Council.

The Council also repeated a motion regarding the improvement of vocational guidance and counselling services that it had passed at its meeting in November 1963.

The resolution on the training of Indians that was passed by the Council reads:

That the Branch in consultation with appropriate agencies (e.g., Indian Affairs Branch, Department of Northern Affairs; provincial departments, the Indian-Eskimo Association, the National Indian Council of Canada) study and report to the next meeting of Council as to the desirability and feasibility of setting up a special program in Technical and Vocational Training designed to aid the Reservation Indians of Canada in their development of an economically self-supporting way of life on their Reserves.

The meeting was under the chairmanship of Dr. G. Fred McNally, Chairman of the Council and former Chancellor of the University of Alberta. Besides the members of the Council, those attending included, among others, officials of the Department of Labour and the National Employment Service.

The Council is made up of representatives of employers' and labour organizations, agriculture, the National Council of Women, organizations of educators, parents, and school trustees; and representatives of the advisory committees on technical and vocational training of the various provinces.

Dr. W. R. Dymond

Dr. W. R. Dymond, Assistant Deputy Minister of Labour, addressing the meeting on behalf of the Minister and the Deputy Minister, neither of whom was able to be present, spoke of the importance of the part the Council could take in informing the Department about needs and gaps in vocational training, without a knowledge of which the program might fail to meet the ends it was designed to serve.

The special problem regarding research connected with training today was to find competent research workers, he said. The need was not to think of new things to do, but rather to use to best advantage the exceedingly scarce manpower resources available.

The speaker emphasized the importance of the role that the Council should play in maintaining communication between those administering the vocational training program and those whose needs the program was intended to serve. Members he said. should make themselves thoroughly familiar with the ways in which their own organizations were connected with the work of training, and they should also carry back to their organizations the fullest information about what was happening in the matter of training.

Referring to adult training, Dr. Dymond said that considerable strides had been made in the training of young students, but the problem that was coming to the fore concerned the lack in present members of the labour force of the necessary basic education to enable them to undergo specialized vocational training. There were people in the labour force who, although they should have 20 or more years of working life ahead of them, might be cast aside, unless means could be found to equip them to keep their places in employment. He emphasized the importance of training in industry as a means to this end. Dr. Dymond pointed out that present manpower policies had been developed in the atmosphere of serious unemployment that had obtained since 1957.. Recently, unemployment had dropped, and in places serious shortages of certain kinds of labour had appeared. Although these shortages might have been over-dramatized, they represented lost production and employment opportunities, and increasing pressure on costs.

Such labour shortages would not continue indefinitely. The new training facilities that had been brought into being would begin to show results before long, but during the next two or three years there would be a gap between needs for certain kinds of labour and the supply of suitable labour to fill them. In the past, immigration had been relied upon as a source of skilled labour, but there was at the present time a lack of a sufficient sup-

ply from this source. In addition, we still had in Canada a surplus of less skilled labour which should be trained to fill the vacant places.

Training Branch Report

The report of the Technical and Vocational Training Branch said that by October 31 of 1964, a total of 616 vocational school capital projects had been approved under the Technical and Vocational Training Assistance Act, at a total cost of $654,600,000. The federal Government's share was about $395,800,000. These figures compared with 538 projects approved by November 1963, at a total cost of nearly $528,000,000.

Arising out of a discussion of the report, Dr. S. C. T. Clarke, Alberta Teachers' Federation, brought up the question of vocational guidance and counselling, and a brief report on the subject was made to the meeting by Dr. R. B. Gwilliam of the Technical Services Division of the Training Branch. This report was based on what Dr. Gwilliam called "an exploratory investigation into the currently available information about the state of guidance services in the schools of Canada."

This survey, he intimated, had shown the meagreness of information about such services, and he made two suggestions: (a) that there was a need for a national survey of guidance programs in Canadian schools with a view to obtaining answers to specified questions, and (b) that "a national conference could be convened to consider the desirability of establishing a National Association on Guidance and Counselling, and to discuss practical steps needed to develop effective guidance programs."

The Council discussed the question of guidance at considerable length. Referring to a study of career decisions that was under way in the Economics and Research Branch of the Department, Dr. Clarke said that it appeared that a report on this study would not be ready until 1970. (J. P. Francis, Director of the Branch, later said that it was hoped that data from this study would be ready by 1967).

It would not do to wait for such a report before doing anything in the matter, Dr. Clarke said, and he moved that the Council repeat the motion passed at the November 1963 meeting, "That the Training Branch be requested to report at the next meeting of Council on action required to promote, improve, and publicize guidance and counselling services."

Dr. Dymond said the difficulty was that "we don't like to go ahead vigorously without knowing what we have to aim at." He was convinced that there were serious problems in connection with guidance services. He said that we knew "quite a bit" about the subject; we knew that facilities were inadequate. But although a survey would be useful in verifying what we knew, it would not bring out much that we did not know already.

For the time being, he thought that the Department should work to strengthen coordination of guidance services, but it was not in favour of massive intervention at present.

NES Counselling

Peter Stevens, Canadian Construction Association, said that in the National Employment Service the federal Government already had a most active counselling agency. No other agency could hope to have such a close day-to-day relationship with the labour market as the NES had, he said.

This led to questioning about how useful NES counselling had been. An NES official gave a brief outline of the counselling services offered by the Service, and expressed the opinion that they had proved reasonably effective. One of the members of the Council said that he knew of specific examples where those services had been grossly inadequate. He agreed that NES was the logical place in which counselling should be given, but said that its guidance services needed "scrutiny and extensive reinforcement."

Replying to a question about how much integration of guidance services there was at present, the NES official said that the Service's program involved close integration with school guidance programs, and that the NES was active from coast to coast in guidance of students in schools. Where there was a guidance plant, he said, it tried to take part in group programs, and it had helped in getting a number of drop-outs to return to school.

Dr. Clarke moved that the Economics and Research Branch be commended on the publication of the bulletin, *Occupational Trends in Canada, 1931 to 1961* (No. 11 in the Research Program on the Training of Skilled Manpower), and asked whether it would be possible to make a similar survey based on economic regions. Mr. Francis said that at present the Branch lacked the resources to work on a regional basis, but he pointed out that some of the provinces were now working on such a project.

Apprenticeship Training

The report of the Directors of Apprenticeship was presented by Fred E. Whittle, Director of Apprenticeship for Alberta. It contained a recommendation that "a plan be developed whereby instructors in trade

courses be required, at regular and predetermined intervals, to return to work in industry for designated periods in order that they may keep abreast of technological changes, and that as a result some credit accrue to them toward teacher certification." The discussion that followed showed differences of opinion among members of the Council.

Dr. Clarke objected to instructors' being "required" to go back to work, and he suggested that "encouraged" would be a better word. There was also a difference of opinion about the advisability of instructors' going back to work as a way of ensuring that they kept abreast of new developments in the trade.

Dr. C. R. Ford, Director of the Technical and Vocational Training Branch, was opposed to the plan. He said that there were better ways of keeping instructors abreast of the times.

Members of the Council agreed on the need for instructors to keep in touch with changes going on in their trades, but disagreed about their going back to work in order to accomplish this. There was also a difference of opinion about whether credits should be allowed for going back to work.

A motion to refer the report back to the Directors of Apprenticeship was finally withdrawn and the report accepted. Two members, however, disagreed strongly enough to request that their negative votes should be recorded.

There was also some discussion about whether or not apprenticeship as a means of training had outlived its usefulness, about "streamlining" apprenticeship courses and shortening the length of the apprenticeship period, about multiple apprenticeship, and about apprenticeship other than to an employer—e.g., to a committee of a union or to the Director of Apprenticeship.

S. T. Payne, Confederation of National Trade Unions, said that labour was not generally in favour of abolishing the apprenticeship system. He doubted whether labour would like the multiple apprenticeship idea.

Manpower Consultative Service

Some very large corporations are equipped to carry out adequate retraining programs with their own facilities, but usually employers and unions will require substantial assistance in organizing such programs, in deciding the content of courses, and in developing a capacity to deal successfully with their rapidly changing manpower requirements, said G. G. Brooks, Director of the Manpower Consultative Service of the Department of Labour, in a brief report prepared for delivery to the meeting.

So far, Canadian industry has, on the whole, been able to escape the responsibility for extensive retraining, partly because of its ability to rely on immigration as a source of trained people and partly because, until recently, the pace of change has not been so rapid as to make special efforts necessary, Mr. Brooks said. In consequence of this, industry has built up few facilities for retraining, even for jobs that are peculiar to the industry concerned.

Employers would therefore need help in developing their own training facilities, he thought. Sometimes this might require the assistance of public authorities in a co-operative training plan in which formal institutional instruction and on-the-job training were combined.

If the instruction was sufficiently intensive, the acquisition of many kinds of industrial skill required a comparatively short period of training, the speaker remarked. As an example, in a typical large machine shop, most of the individual jobs could be learned in as little as six weeks, and even some of the highly skilled jobs could be learned much more quickly than was usually considered possible.

Mr. Brooks spoke of the need for close co-operation between local training authorities and industries that were concerned with training. Management, he thought, was coming to a better understanding of its responsibilities and needs in this matter, but many industrial operations were not large enough to provide a continuous basis for the most efficient and concentrated instruction; and it was here that co-operation between private industry and public authorities was called for in the interests of the community as a whole.

In the past, part of the reluctance to engage in training programs had arisen from the feeling that the company that did so would be feeding the entire labour market with people that it had trained at its own expense. This reluctance would continue to be felt as long as the training effort was spread between too few employers, and this was another argument in favour of community training programs, Mr. Brooks said.

Council Members' Comments

Members of the Council were asked to make comments and recommendations regarding the technical and vocational training program. P. D. Dalton, Canadian Construction Association, expressed the Association's concern that the National Apprenticeship Training Advisory Committee had not been reconstituted. With the impending growth in the labour force, he said, decisions on this matter could not be delayed much longer.

The Association was aware of the belief that apprenticeship had lost much of its appeal to youth, Mr. Dalton said, and he admitted that all was not well with apprenticeship training in the construction industry. Too few contractors were offering such training. He referred to the need for long-range manpower forecasting, by industry, occupation and region. There was a growing shortage of skilled workers in trades for which people should have been trained during the recession, he remarked.

Construction unions in a number of trades remained skeptical about training, he said. Since they wished to retain their economic power and feared unemployment, this was understandable.

Active joint committees were essential at all levels, and the CCA believed that the time had come for the industry to be ready to give the support of full-time staffs to local joint committees on training. Funds would be needed, and the industry must take this need seriously. In a few centres, some trades were already making cash contributions through collective agreement provisions.

Multi-trade training was also being given consideration. Outdoor trades could turn to indoor ones during the winter. Stabilization of employment in the industry would be greatly helped by a more flexible union attitude.

"This trend is now becoming apparent in our industry in Europe. We would hope that North American construction labour leaders will soon take a closer look at the future of not only their crafts, but at that of the entire industry, so that they may be guided by present and future needs rather than by those of the past," Mr. Dalton said.

Regarding compulsory tradesmen's qualifications, the Association had adopted a resolution at its 1964 convention urging governments to implement existing legislative provisions for all construction trades, the speaker said. Those governments that were already doing so had achieved notably beneficial results."

Mr. Payne of the CNTU said that training in industry was the essence of technical and vocational training, because it offered the individual maximum competence in his field, together with the opportunity for greater advancement. Study outside the shop accelerated training and laid a broad foundation on which experience could be built. But nothing could take away from individual industries the responsibility for the nature and content of their own programs.

He then went on to speak of the ship building and repairing industry. In this industry, it was a serious weakness, he said, that training was left to the unco-ordinated decisions of individual firms. Similar craftsmen and technicians were employed throughout the industry, and the benefits of training were shared by all firms, but the cost of training was left to a few. He suggested that there should be a training program on a national scale for this industry, with common standards in all yards and the cost of training shared more fairly between firms in the industry.

Mr. Payne asked the Training Branch and the representatives of the provinces in which the shipyards were situated to consider whether concentration on a whole industry in the way suggested would not bring better results that isolated efforts in individual firms without regard to the industry as a whole.

Training Needs of Women

Mrs. Saul Hayes, National Council of Women of Canada, asked whether the new technical schools would take into account the special training needs of women. She pointed out that in some localities the lack of domestic help and homemaker services stood in the way of training for women. She emphasized the need for proper vocational counselling. Many counsellors were not qualified, and they needed to be trained for their job.

The Chairman thought it was anomalous that women who had no knowledge or experience of industry should be given the responsibility of advising boys about their choice of a vocation.

W. H. Sands, British Columbia Deputy Minister of Labour and President, Canadian Association of Administrators of Labour Legislation, spoke of the importance of training in industry. Small firms, he said, had not carried their weight in training, and this was true also of some unions.

J. A. Ferguson, Canadian Federation of Agriculture, said that more emphasis should be placed on rural education and guidance. He said that because of the variety of training needed in agriculture, the Federation had suggested that there should be a separate program for the industry. Some thought that agriculture was being left out of training programs.

Dr. Garnet Page, National Advisory Committee on Technological Education, suggested that the Department of Labour might engage competent professional advice on the problems of communication regarding the manpower situation. Mr. Dymond said the Information Branch of the Department was already providing very capable service, and he thought that there was no serious lack of facilities. He suggested, however, that the provinces were not publicizing their own programs sufficiently.

Regarding the technical and vocational training of youth in rural areas, Mr. Payne remarked that this problem was coming more to the fore in Quebec because the provincial Government's policy was to direct industry into depressed rural areas. He suggested that a subsistance or travelling allowance should be paid to students while they were engaged in training.

Mr. Ferguson of the Canadian Federation of Agriculture said that although he was not complaining about present facilities for this kind of training, new arrangements might be needed. Two types of training were needed for agricultural people: (1) "up-grading" for those who intended to remain in agriculture, and (2) training for other occupations.

There was some discussion about the role of Junior Colleges, or Community Colleges, in technical training. These institutions, only a few of which are in existence in Canada at present, are run by local authorities; and both Mr. Sands and Mr. Ford spoke of the danger that duplication of, and competition with the regular technical and vocational institutions might develop from the Junior Colleges.

Duplication of training facilities would be wasteful and expensive, Dr. Ford pointed out; and there was also a danger that competition of this kind might lead to a lowering of standards. He explained that, although in business, competition tended to raise standards, in the case of training institutions it had the opposite effect. It appeared, however, that ill effects had not so far developed in the few places where Junior Colleges or similar institutions were already in existence.

41st Convention of the CNTU

Main topics discussed by 800 delegates were women workers in world of labour, conflicts within Canadian labour movement, and worker participation in economic development of province

The main topics considered at the 41st convention of the Confederation of National Trade Unions, held in Quebec from September 13 to 19, 1964, were women workers in the world of labour, conflicts within the Canadian labour movement, worker participation in the economic development of Quebec and problems facing workers arising from automation. Some 800 delegates attended.

At the opening of the convention, Jean Marchand, the General President, stressed the fact that the CNTU is a wholly Canadian confederation, and that its members must see to it that the Canadian labour movement is under Canadian and not American control.

He stated also that before thinking of economic planning in Canada, it was necessary to find a solution to the present Canadian political deadlock.

The meeting requested the Quebec government to inquire immediately into the employment of women. In the General President's opinion, women are in an intolerable situation, not only in industry and business, where the standards that are applied have evolved in an age of male predominance, but also in the labour movement.

In his moral report to the CNTU, the President for the first time dealt with the problems of labour in the face of economic conditions. Mr. Marchand submitted to the delegates an analysis of problems confronting labour, particularly in the economic sector where workers are considered as mere expendable objects. Workers, he added, want unions which will look after their economic, social and political interests.

Jean Marchand was re-elected President by acclamation. It was his third consecutive term as head of the organization. Marcel Pépin and Jacques Dion, General Secretary and Treasurer respectively, also were re-elected by acclamation.

The Confederation of National Trade Unions now has a membership of more than 141,000, an increase of 24 per cent since the last convention in October 1962, General Secretary Pépin reported.

Hon. Allan J. MacEachen, federal Minister of Labour, in addressing the convention said that his Department was at present giving consideration to revising the approach to the question of labour-management committees. He also reiterated the Government's intention to give Canada a Labour Code.

During the convention, the delegates heard two representatives of the French Confederation of Christian Trade Unions: René Bonety, Director and Planning Officer, and Georges Levard, FCCTU President, who spoke on the role of workers' organizations in the field of economic planning.

Guests of honour at the convention opening included Hon. Maurice Sauvé, federal Minister of Forests, representing the Minister of Labour, and Hon. Carrier Fortin, Quebec Minister of Labour.

Several reports on which the convention based its major decisions were submitted to three commissions:

—A commission to study the recommendations of the General President's report,

—A commission to study the recommendations of the Confederal Office,

—A commission to watch over the financial administration of the movement.

The main recommendations adopted by the convention were:

—That the provincial government be requested to make a thorough inquiry into the problems of female workers and into the remedies that can be applied at the economic, political, social and juridical levels;

—That the right of women to vocational training be recognized;

—That the convention recommend the granting of maternity leave to female workers without any loss of acquired rights, and the payment during such leave of a special and adequate allowance;

—That the convention adopt a code of ethics, as proposed in the President's report, so that greater propriety prevail in inter-union disputes;

—That trade unions in their agreements give particular attention to night work, to the possibility of setting up day nurseries, to part-time work and to the policy of equal pay for equal work;

—That the CNTU delegates participate more actively in economic and political life;

—That the CNTU maintain its policy of being present wherever the interest of the workers is at stake;

—That the CNTU, through a campaign, appeal to the public and the authorities with a view to getting the government to adopt a program of social and economic action designed to eliminate social injustice, hardship and poverty weighing on a great many workers;

—That the CNTU continue to bring pressure to bear on the provincial government to bring about the elemination of all restrictions concerning municipal and provincial civil servants and teachers;

—That the CNTU maintain its present policy of taking part in the proceedings of international organizations for the purpose of improving the workers' lot;

—That the CNTU maintain closer relations with trade union members of underdeveloped countries;

—That the convention pass a formal resolution reiterating the CNTU's demand for the adoption of a distinctive Canadian flag as soon as possible.

A large number of delegates denounced a statement by the President of the Canadian Labour Congress that in view of rapidly increasing automation and technological advances, the worker cannot afford to become isolated in labour movements which, while preaching solidarity, practice religious and national segregation. "The CLC President's attack," said Mr. Marchand, "is irrational and widens the gap that divides the nation."

President's Moral Report

Labour unity at any price should not be the aim, said CNTU President Jean Marchand in his moral report. Organic labour unity is not an end in itself and, in many circumstances, it is better not to achieve it, he declared.

The CNTU President said that the Canadian Labour Congress itself had shown that the value of such an objective was not absolute, since it had expelled from its ranks trade unions whose ideological tendencies it did not like. He added that in so far as the CNTU was concerned, non-aggression pacts were not an acceptable solution.

"Such pacts simply grant some trade unions a measure of security they do not deserve. Moreover," he said, "the right of workers to join the union of their choice must be maintained."

As a solution to inter-union disputes, Mr. Marchand suggested accepting a code of ethics which would gradually have effect on the conscience and on the sense of responsibility of individuals and groups.

On the subject of economic planning, Mr. Marchand said that our experience should leave us more cautious about "conceptions of a too-general nature, that have not matured and are mostly used to feed public speeches and society talk." Summing up his report to the delegates, he quoted as examples of such general ideas, not only economic planning, but also socialism, marxism and separatism.

Experience has shown workers that changes are gained progressively, through strong and patient action. "If you try to convince workers that they can, through revolutionary action, do away with the delays that are required to bring a process of evolution to maturity, you create makbelieve and bring them disappointment. Radical and intransigent thinking, more often than not, result in an ideal, mystical and simplified, not to say over-simplified, perception of a perfect society with very little chance of being integrated in the concrete course of history."

Mr. Marchand made it clear, however, that the labour movement's existence, end and justification are but the rejection of the exploitation of the working class and that "contrary to other labour organizations, the specific character of the CNTU lies in the

Membership Increase

Over the past two years, 145 new syndicates have joined the CNTU, and the total of syndicates affiliated to the CNTU is now 664, the General Secretary reported.

The CNTU has 141,168 members, an increase of 27,283 workers or 24 per cent since 1962. "This remarkable rate of growth is unique in Canada and in North America," reported Mr. Pépin.

The number of members has increased in the metal industry, in business and offices, hospital and public services.

The metal workers group has registered an increase of more than 4,000 members, and the building trades of more than 3,000. There has been a drop in some federations, namely those of the shoe, printing, chemical, and pulp and paper industries.

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fact that it is gauging the limitations of our economic system and trying to alter its structures."

Before suggesting the economic objectives that the CNTU should pursue, Mr. Marchand outlined the country's present economic situation. Although Canada is going through a period of expansion, he said, there still exist enormous gaps between regions and between sectors. General welfare, education, health and town planning receive relatively little attention.

A long-term objective should be set, that of increasing general participation in the economic life, giving the citizens the right and the means to consume what they choose. "In our societies, which claim to be democratic, the elaboration of the plan implies the active participation of various sectors of the economic life, under State impetus and responsibility."

But before we begin to think of planning the Canadian economy, Mr. Marchand emphasized, "we must find a solution to the country's political problem."

In conclusion, Mr. Marchand said that one of the main objectives of the labour movement should be to achieve within the movement an "awareness" of economic questions. "To that end, tremendous efforts should be devoted in our organization to economic information and education, and if these efforts are to bring effective results, they should be co-operated and systematically organized."

Moreover, he pointed out, the CNTU must have a clear-cut policy not only as regards the economy generally, but as regards its own course as well.

Women Workers

The women's committee, in the Confederal Office report submitted to the delegates, made known its intention of asking that a full inquiry be made into the condition of women in the world of labour. The recommendation received the unanimous support of the CNTU Executive.

The CNTU believes that the time has come to legislate on the employment of women in Quebec. There is presently no legislation governing the employment of women save for a few restrictive Acts concerning night work, heavy work and unsanitary establishments.

In the face of this problem, the CNTU proposed:

—That the labour movement give special consideration to that question,

—That problems raised by the employment of women—equal pay for equal work, the right of a woman to learn a trade, protection for the working mother, part-time work and home work—be studied by joint committees, (women workers-employers-government representatives) so that the first stage of a legislation on this matter may be initiated.

The CNTU President pointed out that his organization must increase its efforts toward the abolition of all discriminatory measures based on sex, in order to ensure women workers equal pay for equal work.

He particularly urged delegates not to frown on the subject or remain indifferent to it, and he asked that male workers consider women as their equal, both in the shop and at home.

Mr. Marchand reminded the convention that there had been a considerable increase in the number of women in all parts of the labour world in the last three years, especially in Ontario and Quebec.

"In 1962," he said, "69,000 Canadian women entered the labour force, bringing the number of women wage-earners to 1,000,858. More than half of these are located in Quebec and Ontario, the two more industrialized of the country's provinces. The question then is no longer one of regretting or against women working, of regretting or approving the fact, but rather meeting the problems brought about by this situation."

Adding that working women were entitled to a status that will not only protect them as salaried individuals but also as women with family responsibilities, the CNTU President made it clear that it was a question of claiming for working women fair and human working and living conditions.

"The idea is not to create, within working communities, a female trade unionism which

would only extend the discrimination against which women have long been complaining."

Equal pay for equal work

The women's committee continued to demand that work be paid according to its value and not according to the sex of the person doing it. It invited all federations of the CNTU to continue their efforts in order to reduce more and more the gap between male and female wages in all sectors of the economy.

The report added that the provincial Government should pass legislation recognizing the right to equal pay for equal work.

"Eight provinces already recognize this right. It would not be too soon for the Province of Quebec to wake up and give women workers rights which are already recognized by the International Labour Office."

Automation

In the face of increasing problems created by automation, "it has become necessary for the State to create a body capable of studying and correcting the consequences of technical progress and automation." Marcel Pépin, CNTU General Secretary, said the labour organization was not against automation, but that the workers alone should not bear the costs.

"Reaching out for maximum profit," said Mr. Pépin, "remains the fundamental motivation of businessmen, but management is not alone responsible. The labour movement has not always made the necessary efforts to draw the public's and the workers' attention to those questions. The labour movement has too long been taken up exclusively with wages.

"We are not against technical progress, but we demand that the required changes be brought about according to a well-determined plan, and that consequences be assumed collectively," said Mr. Pépin.

Recalling events in Thetford where, a few months ago, 600 miners learned, at a moment's notice, that they would be laid off, Mr. Pépin said that "it is intolerable that workers can be laid off this way by the sole decision of the employer."

Mr. Pépin estimated that despite the goodwill shown by the government when those miners were laid off, the fact remained that it took no appropriate steps to meet the requirements of an employment policy.

He suggested, as a solution, the creating of a provincial employment council made up of labour, government and management representatives.

He suggested that the council:

—Undertake research on the development of professional competence of labour;

—Adapt technical and vocational education, in co-operation with the Department of Education;

—Draw up permanent lists of job offers, by trades and by regions;

—Compel business concerns to announce beforehand any decision involving a change in the number of jobs;

—Forbid mass layoffs, unless notice is given beforehand;

—Set up compensation scales providing for: (a) reimbursement of travelling expenses; (b) payment of a substantial part of wages during accelerated vocational training courses; (c) payment of compensation to workers who are victims of mass layoffs, until they find another job;

—Seek employment for each worker displaced by automation.

Quebec Labour Legislation

Bill 54—"Bill 54 is not a real labour code. It is but a better co-ordination of labour laws," said the CNTU General Secretary. Labour laws, prior to Bill 54, limited the right of association of civil servants. That is why Bill 54 may be considered to have improved the rights of workers in some employment sectors.

He explained that since 1944, the law forbade public employees to use the right to strike. The Labour Code, despite its many faults, is considered at present a great step toward improving the fate of all workers.

"The mere fact that this bill favours the right to strike may make us forget how slow procedures are. We hope that the articles of the Labour Code will have sufficient force to do away with administrative faults which may have been committed in the past, and that they will speed up procedures."

On the other hand, Mr. Pépin said that the greatest amendment to be made to Bill 54 would be to allow the Labour Relations Board and not the parties concerned to initiate inquiries.

LRB Procedures—The convention strongly criticized the procedures in force at the Quebec Labour Relations Board. The delegates deplored the delays at the QLRB, which, they said, were the cause of an intolerable situation, restricting the right to free association in Quebec.

The convention, pointing out that a number of cases had been before the QLRB for months, some for years, asked the QLRB to render within a short delay all the decisions pending, and to hear the cases without adjournment.

Furthermore, the convention supported the CNTU executive by asking that the QLRB's decisions, especially with reference to applications for certification, be reached within 60 days after the filing of an application.

Speakers

The Minister of Labour

The federal Minister of Labour, Hon. Allan J. MacEachen, was applauded when he reiterated his intention to introduce a National Labour Code at the current session of Parliament. The Code would set minimum standards for vacations, wages, and other working conditions in undertakings under federal jurisdiction.

Mr. Marchand assured the Minister that such a measure would win the support of the CNTU. He had introduced Mr. MacEachen as one of the most progressive members in the federal Government. He took advantage of the Minister's presence to point out that his organization would appreciate the federal Government's selecting a larger number of CNTU members to represent the Canadian labour movement at ILO conferences.

Mr. MacEachen, after speaking briefly in French, explained to the delegates the federal policy on the fight against unemployment, particularly during the slack winter season: the Municipal Winter Works Incentive Program, the Winter House Building Incentive Program and the "Do it Now" publicity campaign.

The Minister stressed the need for innovating and breaking with tradition in order to face the challenge of automation. He said that labour-management co-operation must improve if manpower problems created by technological changes are to be solved: it was for this reason that the Department has set up a Manpower Consultative Service and is promoting the setting up of labour-management committees.

The speed with which problems are cropping up in the wake of technological changes and the urgent need to find solutions to them often exceed the traditional means afforded by collective bargaining, added the Minister. Often, in order to solve a problem brought about by automation, it is impossible to wait until such time as has been set for contract negotiations. It may be that the Industrial Relations and Disputes Investigation Act needs amending so as to provide a new type of bargaining.

Labour-management co-operation with reference to technological problems does not imply that one party or the other should give up some of its rights or legitimate aims, stated Mr. MacEachen, but that "management and labour, when faced with a situation where there is no cut-and-dried solution, must meet, combine their efforts and work together in earnest, even if they must give up some short-term advantages in order to achieve this."

Representatives of the FCCTU

René Bonety

French trade unionists want to be heard in the economic sector. They are not only after greater welfare but also after greater responsibilities in the country's economy. They want to know who will reap the benefits of economy: a handful of capitalists or the entire population, said Mr. René Bonety, one of the leaders of the French Confederation of Christian Trade Unions.

Mr. Bonety, who spoke on economic planning in France, said the French scheme had a double objective.

First, it is the means of establishing economic forecasts for a number of years ahead by studying the pace and the behaviour of industries in the light of consumer trends.

Secondly, the system is a guiding instrument in that it endeavours to detect the needs of the French economy.

The French plan shows the way, that is to say, no one is bound to follow its recommendations. It also gives a target for economy to aim at.

The French scheme comprises four phases, said Mr. Bonety:

—The study of statistics, the first phase, is of a technical character. The object of these studies is to follow democratic developments in France and to discover the pattern of consumer needs.

—Consultation at the management, labour and government levels.

—The development of the plan at the level of the employers and labour members commissions.

—Adoption of the plan.

Georges Levard

The President of the French Confederation of Christian Trade Unions, Georges Levard, representing the International Confederation of Christian Trade Unions, spoke on the part played by trade unions in France in economic planning.

Mr. Levard stressed that there can be no genuine emancipation of the workers without an underlying democratic ideal. We must stand ready to discuss to the last, and we must not be afraid of words or of confrontations, he said. Moreover, we must see to it that the increase in production and productivity made possible by technical

progress benefits man and is not merely intended to increase company profits.

He suggested that, generally, trade unions in Anglo-Saxon countries do not subscribe to such concepts of workers' claims in the aggregate, and limit their activity to negotiating collective agreements at the level of the business concern.

Message of the General Chaplain

In his message, Canon H. Pichette, CNTU Chaplain, said, in part, that man's activity, in the face of the increasing power of the State, should be exercised collectively and not privately. Hence the importance of sound intermediate bodies ready to make their contribution to the organization of society.

Canon Pichette urged trade union members to purposeful action, adding that trade unions will be called upon to play a vital and irreplaceable part in society because they are powerful and influential.

The Chaplain said that the beneficial effects of Christian ideology adopted by the CNTU had always been felt within that organization. These principles and values we take for granted, as we do the air we breathe but, when deprived of them, we realize how vital they are to us.

Trade unionism, said the speaker, is not like a candy distributing machine, and dispensing services to union members is not all it does. To improve their condition, members must make personal efforts and not simply wait for union leaders to take the initiative.

The Chaplain pointed out that workers feel insecure, fearing they may lose their jobs any day. This problem must be solved through joint action by the agents of economic life and by the public authorities.

Women members of the labour movement are in a position to contribute in their own way, and perhaps more generously to the movement. Their contribution will enable the labour movement to maintain its vitality and feeling, to be flexible and remain human.

According to Canon Pichette, the labour movement will enable civil servants to achieve status as a responsible group and to channel their aspirations. He concluded by asserting that achieving freedom naturally entails taking on new responsibilities.

Strike at "La Presse"

The convention unanimously adopted a resolution giving full support to newspapermen and other organized members of the Montreal daily newspaper *La Presse* in their 3½-month-old strike.

It decided to support "with all its strength and all its means" the employees of *La Presse* who are members of three CNTU syndicates: *Syndicat des journalistes de Montréal* (Union of Montreal Newspapermen), *Syndicat de l'industrie du Journal* (Union of the Newspaper Industry) and the *Syndicat des employés de bureaux de journaux* (Union of the Employees of Newspaper Offices).

CNTU Headquarters

The convention adopted a resolution to transfer CNTU headquarters to Montreal. It was of the opinion that the metropolitan area was the most favourable for recruiting members. This campaign will be launched in the metal, chemical, mining and paper industries. It should be noted that the new building which will house the administrative offices of the congress will make it possible to group all the other bodies affiliated to this movement.

Civil Servants

The CNTU Convention gave full support to the campaign for organizing provincial civil servants who number 14,000 in the Quebec district. The Convention requested that provincial civil servants, the same as other workers, be granted freedom of association, the right to membership in a central labour body and the right to strike.

CNTU support to the CFU

The Convention gave full support to the Union Catholique des Cultivateurs (Catholic Farmers' Union) in its present campaign to secure a more equitable formula, as regards land taxes exacted from farmers.

The appointment of Bruce J. Legge, Q.C., as Chairman of the Workmen's Compensation Board of Ontario, in succession to Eugene E. Sparrow, who retired on account of illness, was announced by Premier Robarts in December. The appointment took effect January 1.

At the time of his appointment, Mr. Legge, a veteran of the Second World War, was District Solicitor for the Department of Veterans Affairs. He was also directing the Veterans' Bureau, which provides free legal representation for veterans before the Canadian Pension Commission. In addition, he was serving as Chairman of the Institute of Public Administration.

The new chairman recently served as Vice-Chairman of the Commission on the Reorganization of the Canadian Army, and Vice-Chairman of the Conference on Defence Associations.

Industrial Fatalities in Canada during Third Quarter of 1964

Deaths from industrial accidents in third quarter of year totalled 331, of which 76 occurred in construction industry

Up to the end of November, the Department of Labour had received reports on 331* industrial fatalities that occurred in Canada during the third quarter of 1964.

During the previous quarter, 260 fatalities were recorded. This is 32 more than the previously published preliminary total of 228 (L.G., Oct., p. 862).

In the third quarter of last year, 361 fatalities were recorded—79 more than the preliminary figure of 282 (L.G., Jan., p. 28).

During the third quarter of 1964, there were two multi-fatality accidents, each of which brought death to three or more workmen and which together resulted in fatal injuries to seven.

Four representatives of the Coleman Construction Company of Edmonton, Alta., en route to survey a diversion dam, died in the wreckage of their twin-engine light aeroplane that crashed one mile east of Choteau, Mont., on August 26. Three labourers were electrocuted on September 28 in the mining community of Baie Verte, Nfld., when an aluminum ladder they were carrying came in contact with high voltage wires.

The largest number of fatalities, 76, occurred in the construction industry. Of the 76 fatalities, 33 were in miscellaneous construction, 27 in highways and bridges, and 16 in buildings and structures.

The 52 fatalities that were recorded in the transportation, storage and communication industry during the quarter were distributed as follows: 23 in local and highway transportation, 13 in railway transportation, 12 in water transportation, 3 in air transportation, and 1 in storage.

In the mining and quarrying industry, 28 of the 43 fatalities were in metal mining, 11 in non-metal mining and quarrying, and 4 in coal mining.

Of the 40 fatalities that occurred in the manufacturing industry, 12 each were in wood products and iron and steel products, 6 in paper products, 4 in transportation equipment, 2 each in non-metallic mineral products and chemical products, and 1 each in food and beverages, and in petroleum and coal products.

In the logging industry 37 fatalities were recorded.

The remaining 83 fatalities that occurred during the quarter were distributed as follows: 26 in the service industry, 23 in agriculture, 16 in trade, 10 in public utilities, and 8 in fishing and trapping.

An analysis of the 331 fatalities during the third quarter of 1964 shows that 77 (23 per cent) each were in the accident type groups of "falls and slips" and of "being struck by different objects".

Of the 77 fatalities that were caused by "falls and slips" all but five were falls from different levels, such as buildings, roofs, scaffolds, bridges, etc., into harbours, rivers, lakes, sea, shafts, pits, excavations, etc.

Of the 77 fatalities that were the result of "being struck by different objects," 56 were in the category of such objects as falling trees and limbs and landslides or cave-ins, etc.; 11 were the result of being struck by tools, machinery, cranes, etc.; and 10 were caused by moving vehicles.

Sixty-eight fatalities were caused by collisions, derailments, wrecks, etc.; 43 of these involved automobiles and trucks; 12 involved aircraft; 4 each involved railways, and tractors and loadmobiles; and 5 involved other transportation agencies.

(*Continued on page 62*)

* See tables H-1 and H-2 at back of this issue.

The fatalities covered in this review are those that involved persons gainfully employed and that occurred during the course of, or arose out of their employment, including deaths resulting from industrial diseases.

Statistics on industrial fatalities are compiled by the the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occur during the period under review is usually greater than indicated in the article and tables. However, fatalities that were not reported in time for inclusion are recorded in supplementary lists and the statistics revised accordingly in the next annual review.

90168—3½

Employment and Unemployment, December

Employment declined by 80,000 to 6,614,000 between November and December. The decrease was somewhat smaller than the average for the past several years.

Unemployment increased by an estimated 27,000 to 285,000, an unusually small increase for this time of year.

The unemployment rate in December represented 4.1 per cent of the labour force, compared with 5.1 per cent in December 1963 and 6.3 per cent in December 1962. In November 1964 the rate was 3.7 per cent. Seasonally adjusted, the unemployment rate was 4.0 per cent, down from 4.3 per cent in November.

The labour force, at 6,899,000, was 53,000 smaller than in November but 125,000 (1.8 per cent) larger than a year earlier.

Employment in December was 186,000 higher than a year earlier; unemployment was 61,000 lower.

Employment

About three quarters of the 80,000 decline in employment between November and December was in agriculture. In non-farm industries, employment held up much better than usual: the decrease of 22,000 was only about one-third as large as the average November-to-December decline in non-farm employment during the past decade.

Compared with a year earlier, total employment was up 186,000, or 2.9 per cent. Non-farm employment increased by 246,000, or 4.2 per cent. Agricultural employment was an estimated 60,000 lower than a year earlier.

The largest gains in non-farm employment were in service and manufacturing. Most of the other non-farm industries shared in the year-to-year improvement, except forestry, which registered a moderate decline.

The number of men employed increased by 126,000, or 2.8 per cent, over the year. Women's employment increased by 60,000, or 3.2 per cent, compared with a year earlier; as usual, most of the increase was among married women.

Employment was higher than a year earlier in all regions. The largest percentage increases were in British Columbia, 5.2 per cent, and in the Atlantic regions, 4.7 per cent.

Unemployment

Unemployment increased by 27,000 to 285,000 between November and December, a relatively small increase for this time of year.

Compared with a year earlier, unemployment was down 61,000. Virtually all of the decrease was among men. Of the 285,000 unemployed in December, some 218,000—about three-quarters—had been unemployed for three months or less. An estimated 33,000 had been seeking work from four to six months, and 34,000 for seven months or more.

Unemployment rates were lower than a year ago in all regions.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	Dec. 1964	Dec. 1963	Dec. 1964	Dec. 1963	Dec. 1964	Dec. 1963	Dec. 1964	Dec. 1963
Metropolitan	2	3	8	9	2	—	—	—
Major Industrial	8	11	14	15	4	—	—	—
Major Agricultural	3	3	10	10	1	1	—	—
Minor	22	26	27	26	8	5	—	—
Total	35	43	59	60	15	6	—	—

This review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

CLASSIFICATION OF LABOUR MARKET AREAS—DECEMBER

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	QUEBEC-LEVIS ← St. John's	Calgary EDMONTON ← HALIFAX ← HAMILTON ← MONTREAL ← Vancouver-New Westminster-Mission City WINDSOR ← Winnipeg	Ottawa-Hull Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	CORNER BROOK ← GRANBY-FARNHAM-COWANSVILLE ← JOLIETTE ← MONCTON ← NEW GLASGOW ← OSHAWA ← SHAWINIGAN ← TROIS RIVIERES ←	BRANTFORD ← Cornwall FT. WILLIAM-PT. ARTHUR ← Kingston Lac St. Jean NIAGARA PENINSULA ← Peterborough Rouyn-Val d'Or Saint John SARNIA ← Sherbrooke Sydney-Sydney Mines TIMMINS-KIRKLAND-LAKE-NEW LISKEARD ← Victoria	Guelph Kitchener London Sudbury	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	CHARLOTTETOWN ← Riviere du Loup Thetford Mines-Megantic-Ste. Georges	BARRIE ← BRANDON ← CHATHAM ← LETHBRIDGE ← MOOSE JAW ← North Battleford Prince Albert REGINA ← SASKATOON ← YORKTON ←	Red Deer	
MINOR AREAS (labour force 10,000 to 25,000)	Bathurst BRACEBRIDGE ← BRIDGEWATER ← CAMPBELLTON ← CENTRAL VANCOUVER ISLAND ← DAUPHIN ← DAWSON CREEK ← DRUMMONDVILLE ← EDMUNDSTON ← Gaspe GRAND FALLS ← MONTMAGNY ← NEWCASTLE ← OKANAGAN VALLEY ← QUEBEC NORTH SHORE ← RIMOUSKI ← STE. AGATHE-ST. JEROME ← ST. STEPHEN ← SOREL ← SUMMERSIDE ← VICTORIAVILLE ← YARMOUTH ←	BELLEVILLE-TRENTON ← CHILLIWACK ← CRANBROOK ← DRUMHELLER ← FREDERICTON ← Kamloops KENTVILLE ← LACHUTE-STE. THERESE ← Lindsay MEDICINE HAT ← NORTH BAY ← OWEN SOUND ← Pembroke Portage la Prairie Prince George-Quesnel Prince Rupert ST. HYACINTHE ← St. Jean SAULT STE. MARIE ← SIMCOE ← SWIFT CURRENT ← TRAIL-NELSON ← Truro Valleyfield WALKERTON ← WEYBURN ← WOODSTOCK, N.B. ←	Beauharnois Brampton Galt Goderich Listowel St. Thomas Stratford Woodstock-Tillsonburg	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 844, September 1964 issue.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Total civilian labour force (a) (000)	Dec. 12	6,899	− 0.8	+ 1.8
Employed (000)	Dec. 12	6,614	− 1.2	+ 2.9
Agriculture (000)	Dec. 12	521	−10.0	−10.3
Non-agriculture (000)	Dec. 12	6,093	− 0.4	+ 4.2
Paid workers (000)	Dec. 12	5,562	− 0.4	+ 4.5
At work 35 hours or more (000)	Dec. 12	5,519	+13.3	+ 1.0
At work less than 35 hours (000)	Dec. 12	912	−44.7	+13.0
Employed but not at work (000)	Dec. 12	183	+ 5.2	+18.8
Unemployed (000)	Dec. 12	285	+10.5	−17.6
Atlantic (000)	Dec. 12	42	+ 2.4	−16.0
Quebec (000)	Dec. 12	104	+ 7.2	−20.0
Ontario (000)	Dec. 12	76	+24.6	−14.6
Prairie (000)	Dec. 12	32	0.0	−13.5
Pacific (000)	Dec. 12	31	+14.8	−22.5
Without work and seeking work (000)	Dec. 12	271	+11.1	−16.9
On temporary layoff up to 30 days (000)	Dec 12	14	0.0	−30.0
Industrial employment (1949=100)	October	134.4	− 1.3	+ 3.9
Manufacturing employment (1949=100)	October	123.5	− 2.2	+ 3.5
Immigration	1st. 9 mos.	84,666	.....	+22.1
Destined to the labour force	1st. 9 mos.	43,048	.....	+24.0
Strikes and Lockouts				
Strikes and lockouts	December	48	− 15.8	+ 50.0
No. of workers involved	December	33,689	+123.4	+676.1
Duration in man days	December	460,260	+335.9	+1,101.1
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	October	$88.51	+ 0.6	+ 4.6
Average hourly earnings (mfg.)	October	$ 2.03	0.0	+ 3.6
Average hours worked per week (mfg.)	October	41.6	− 0.2	+ 0.5
Average weekly wages (mfg.)	October	$84.46	− 0.4	+ 4.4
Consumer price index (1949=100)	December	136.8	+ 0.7	+ 1.9
Index numbers of weekly wages in 1949 dollars (1949=100)	October	148.9	− 0.6	+ 2.9
Total labour income $000,000	October	2,048	− 1.3	+ 8.9
Industrial Production				
Total (average 1949=100)	November	226.7	+ 2.3	+ 7.5
Manufacturing	November	201.7	+ 1.9	+ 7.5
Durables	November	205.0	+ 4.0	+ 7.0
Non-durables	November	199.0	+ 0.3	+ 8.0
New Residential Construction (b)				
Starts	December	12,163	−40.1	−23.4
Completions	December	7,807	−28.6	−12.5
Under construction	December	89,950	+ 5.0	+13.5

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

National Rehabilitation Association

Conference told that techniques successful in rehabilitation must be applied in war on poverty, hears of new developments in prosthetic appliances, discusses ways to aid disadvantaged

More than 1,500 persons registered for the 1964 Conference of the National Rehabilitation Association. The NRA is a private non-profit corporation dedicated to the rehabilitation of handicapped persons.

The keynote speaker, Dr. Ben H. Bagdikian, Washington, D.C., spoke on "National Poverty and National Rehabilitation." Drawing the attention of the delegates to the contribution that rehabilitation can make toward a solution of the problem of poverty in our society, he emphasized that the important point in the "war on poverty" was not to disperse the symptoms but to attack the process that produces poverty.

Dr. Bagdikian said that, knowing many of the techniques that have been proved successful in returning disabled individuals to the active society, we must apply them to the condition of poverty.

Research—A general session on research advances, presided over by Miss Mary Switzer, Commissioner of the United States Vocational Rehabilitation Administration, provided a glimpse into future developments in prosthetic appliances. At Highland View Hospital in Cleveland, Dr. Charles Long is investigating the use of computers and their associated systems for directing the movements of powered arm braces for the paralyzed. A film depicted some of the work being done. The somewhat cumbersome apparatus was obviously for research purposes but it is hoped that the experiments will provide information which will have practical application for simpler apparatus for more general use.

Advances in design of artificial limbs were described by Dr. Sam Colachis, who showed a film of the work being done in prosthetic research at the University of California, Los Angeles. Excellent results have been obtained with limb sockets that come into total and direct contact with the skin. Changes in design of artificial legs enabled the amputees' weight to be taken off sensitive areas of a stump. Artificial muscles, powered by small carbon dioxide cylinders, that could, for example, bend an artificial arm at the elbow, were worn by some of the amputees in the film.

Automation—A session was held on automation and its effects on employment. The panel was composed of Dr. Charles Bowen, Manager of Educational Projects for International Business Machines; Dr. William Gomberg, Professor of Industry, University of Pennsylvania; Dr. Emanuel Mesthene, Executive Director of Harvard's Technology and Space Program; and Dr. Walter Neff, Director of Research for the Institute for Crippled and Disabled in New York.

Dr. Bowen said that automation created new kinds of jobs and it presented a challenge to society to educate and train people to meet these changes. Rehabilitation offered a unique approach, which could apply throughout the whole economy, to the whole problem of relating the individual to employment.

Dr. Neff said that rehabilitation workshops should be "vestibules to the open labour market" and not "refuges from it," warning also to avoid training people for work situations that are becoming extinct.

New Programs—New programs aimed at helping young job-seekers (16 to 21 years of age), the hard-core unemployed, juvenile delinquents and homeless men were described at the closing session presided over by the Hon. William P. Young, Pennsylvania Secretary of Labor and Industry. Some of the techniques used in the "Mobilization for Youth" program in New York City to increase employability of these youths, many of whom are school drop-outs and suffer three times the general unemployment rate, are pre-vocational training, academic upgrading, training-on-the-job, counselling, psychological testing, social casework and legal aid. Ordinary vocational training in a technical school is usually too demanding for these youngsters. In two years, 400 young people have gone through the project and most have been placed in regular employment.

In all of these projects many of the techniques required are those presently in use in the vocational rehabilitation program. Research is now being carried on to determine the best way of extending these vocational rehabilitation techniques to other disadvantaged groups.

Retraining the Middle-Aged

People over 40 have special learning problems but are well worth retraining, director of research unit into problems of industrial retraining at United Kingdom university has found

That "people over 40 show special learning problems but are well worth retraining" is the experience of Dr. Eunice Belbin, Director, Research Unit into Problems of Industrial Retraining, University College, London. Dr. Belbin's experiments in older worker training indicate that older trainees learn better by discovery rather than memorizing.

In an article* published in *New Society*, she points out that for the majority of those in industry who have to change jobs in middle age, loss of status or income, or both, are the expected consequences of aging. The possession of a skill for which there is an effective demand, however, offers a man a much greater measure of security.

Will Need Retraining

How often is the displaced worker given training for a new skill? One survey in the United States showed that at the age of 40 a man may on average be expected to engage in two or more job changes before he retires. That advancing technology necessitates changes in occupations and that a growing proportion of workers will need retraining is beginning to gain acceptance.

The article states that a number of surveys of employer opinion have testified to the merits of middle-aged and older workers—their conscientiousness, good time-keeping, relatively high sense of responsibility, loyalty, etc. These surveys indicate that it is in the interest of the employer for middle-aged people to be taken on and trained.

But this does not happen. The main reason appears to be that there is still an ingrained belief in industry that a middle-aged man is generally too old to learn new skills.

Dr. Belbin explains that older workers are at a disadvantage from the start: in general, their level of education is lower than that of younger workers, and their existing skills may be out of date. Further, there is some evidence that not only do they take longer to learn, but in some cases they appear incapable of achieving the standards attained by younger workers. There are also personal difficulties for the older trainee.

Despite these difficulties, middle-aged workers had been successfully retrained, stated Dr. Belbin, and from these cases principles have been evolved, e.g., learning by discovery—by doing—is better than learning totally by instruction, which allows the trainee to become mentally passive.

Although the middle-aged are remarkably good at acquiring information, they have relative difficulty in retaining what they have learned. For example, it was found that if a man had to learn A then B then C, he would learn each one well, but would not remember A while he was learning B. In practice, it was better for him to learn A then revise A with the learning of B, then revise A and B with the learning of C.

Further, it was found that he prefers relatively long sessions of practical work where he can see an end point to his studies and can arrive there "under his own steam and in his own time."

Another problem in training the middle-aged is the difficulty of "unlearning." Once an idea has been learned and accepted by him it becomes very difficult for him to forget this idea in favour of another one. Thus, it is most important for him to learn the material or process correctly in the first place.

Lack of Confidence

A middle-aged man finds it very difficult to be "paced" in his learning either by his fellow trainees or the fixed speed of a machine or production system. He is often hampered by lack of confidence. Not only has the older man a fear of new machines, he also has a fear of new jobs, new learning situations and a fear that he will not reach his old standard on new work.

The problems surrounding a change of job in middle age have not excited a great deal of interest in the past, and for most people occupational mobility after 40 has been regarded as something exceptional. But if a country is to make full use of manpower, a system of training geared to the special requirements of the older worker becomes necessary.

*Dr. Belbin's article will be contained in the Spring issue of *Rehabilitation in Canada* and reprints will then be available on request from the Division on Older Workers, Civilian Rehabilitation Branch, Department of Labour.

Absenteeism and Women Workers

Telephone company's probe of employees' attendance records finds that absence rates for women are higher than for men

Growing concern for the health and well being of the staff has recently prompted a careful examination of employees' attendance records by the Bell Telephone Company of Canada.

It was found that total absence rates were somewhat higher for women than for men, rates for absence due to disability—absence of eight or more full calendar days—were almost equal for men and women, and for absence due to incidental reasons—absence of less than eight full calendar days—the rate for women was almost double that for men. Further, the absence rate among women for incidental reasons alone was higher than the total absence rate for men.

The Company Medical Department questtioned this disparity and decided to probe further. A special sickness absence study was carried out. The attendance records of some 14,000 women were carefully examined, and each followed by personal interview.

The same general picture was evident throughout the various departments and geographic areas of the Company's operations. A number of significant highlights emerged:

—Two thirds of the total absence of female employees is related to the incidental absence portion.

—Relatively high rates of incidental absence can and will persist if acceptable to management.

—The absence rate for married women is 30 per cent higher than for single women.

—The under 30 age group have the highest rates of absence.

—Sickness absences beginning on Mondays are 40 per cent higher than on any other day.

—Groups under female supervision have an absence record 30 per cent higher than those supervised by males.

—The larger the size of the group under one supervisor the higher the absence rate.

—"Absence-prone" employees establish their attendance patterns early in their careers.

—There are as many "absence-prone" employees in the older age groups (and with long service) as in the younger age groups.

The study further revealed that the majority of women, 83 per cent, presented no special problem concerning absence. A minority, 16½ per cent of the total, accounted for 47 per cent of the total cases and 43 per cent of all days lost.

These observations make it difficult to justify the high incidental absence rate solely on health grounds. Factors influencing incidental absenteeism seem to focus more on matters such as management's attitude to attendance, the employee's estimate of her job, its importance on the over-all operation, her age, marital status and other commitments. The fact that the routine simple repetitive jobs in the lower echelons are generally grouped in larger units under female supervisors added to the tendency of incidental absenteeism for reasons, again, not directly attributable to health.

The report, published as a directive to management, explores the possibility of improving absenteeism records.

Recommendations—The excellent attendance record achieved by the majority of the female staff should be commended. At the same time the small proportion who are offenders should be made aware of the situation and of management's attitude, on an individual personal basis, if necessary. The "absence-prone" employee should be given a clear understanding of her individual role in the picture. She should be made aware of the fact that a small portion of the staff accounts for a large portion of incidental absence involving millions of dollars in cost to the Company.

In view of the higher incidence of absence for non-management employees and married women, it may be that the employee is not sufficiently informed by management of her job performance rating nor of the significance of her role in the company.

Explanations given for repeated absence should be subjected to closer scrutiny through regular periodic review of attendance records, followed up by personal interviews where warranted.

If the reasons for an individual's frequent absences indicate health problems, the supervisor should, after discussion and mutual agreement, suggest referral to the medical department. However, careful judgment should be exercised in assessing the absence picture, bearing in mind that not all absence is unwarranted. The Company recognizes that there are some human needs which cannot possibly be met outside of working hours. Individual attention and sympathetic understanding promote the dignity and value of each employee in her job and help to enhance her self-esteem. The company's "approach should always be to find out the reason and assist the employee towards the solution of these problems".

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During January, February and March

(except those under negotiation in December)

Company and Location	Union
Air Canada, system-wide	Air Line Flight Attendants (CLC)
Atomic Energy of Canada, Chalk River & Deep River, Ont.	Atomic Energy Allied Council (AFL-CIO/CLC)
Cdn. Industries Limited, Brownsburg, Que.	Mine Wkrs. (Ind.)
Eastern Canada Stevedoring & other companies, Toronto, Ont.	ILA (AFL-CIO/CLC)
Eldorado Mining & Refining, Eldorado, Sask.	Mine, Mill & Smelter Wkrs. (Ind.)
Electric Autolite, Sarnia, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Fairey Aviation, Eastern Passage, N.S.	Machinists (AFL-CIO/CLC)
Fraser Valley Milk Producers' Assn. & other dairies, Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Fur Trade Assn. of Canada, Montreal, Que., Toronto, Ont. & Winnipeg, Man.	Butcher Workmen (AFL-CIO/CLC)
Hamilton City, Ont.	Public Empl. (CLC) (inside empl.)
Hamilton City, Ont.	Public Empl. (CLC) (outside empl.)
Hawker Siddeley (Canadian Car Div.), Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Hotel Chateau Laurier (CNR), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Empress (CPR), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
John Inglis Co. Limited, Toronto & Scarborough, Ont.	Steelworkers (AFL-CIO/CLC)
Kerr-Addison Gold Mines, Virginiatown, Ont.	Empl. Assn. (Ind.)
Ladies' Cloak & Suit Mfrs. Assn., Winnipeg, Man.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Manitoba Hydro	IBEW (AFL-CIO/CLC)
Manitoba Telephone System	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Manitoba Telephone System	IBEW (AFL-CIO/CLC) (electrical craft empl.)
Miramichi River ports shippers, N.B.	Miramichi Trades & Labour (Ind.)
New Brunswick Power Commission, province-wide	IBEW (AFL-CIO/CLC)
Quebec Iron & Titanium, Sorel, Que.	Metal Trades' Federation (CNTU)
Rothmans of Pall Mall Canada Ltd., Quebec, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
St. Boniface General Hospital, St. Boniface, Man.	Empl. Union of Hospital Institutions (Ind.)
Saint John Shipbuilding & Dry Dock, Saint John, N.B.	Machinists (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & Marine Wkrs. (CLC)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (labour service empl.)
Saskatoon City, Sask.	Public Empl. (CLC) (inside & outside empl.)
Silverwood Dairies, Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Steinberg's Ltd., Island of Montreal, Que.	Steinberg's Empl. Protective Assn. (Ind.)
Steinberg's Ltd., Island of Montreal, Que.	Steinberg's Warehouse & Transport Empl. Assn. (Ind.)
Toronto Electric Commissioners, Toronto, Ont.	Public Empl. (CLC)
Winnipeg City, Man.	Public Empl. (CLC)

Part II—Negotiations in Progress During December

(except those concluded in December)

Bargaining

Company and Location	Union
Alberta Government Telephones	IBEW (AFL-CIO/CLC) (plant empl.)
Alberta Government Telephones	IBEW (AFL-CIO/CLC) (traffic empl.)
American Can Co. of Canada, Hamilton, Simcoe, Ont. & Montreal, Que.	CLC-chartered locals
Anaconda American Brass, New Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Asbestos Corp. & Flintkote Mines, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Assn. des Marchands Detaillants (Produits Alimentaires), Quebec, Que.	Commerce & Office Empl. (CNTU)
Automotive Transport Labour Relations Assn., B.C.	Teamsters (Ind.)
B.C. Hotels Assn., New Westminster, Burnaby & Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
B.C. Hydro & Power Authority	Office Empl. (AFL-CIO/CLC)
Bell Telephone Co. of Canada, Que. & Ont.	Traffic Empl. Assn. (Ind.)
Brewers Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)

Company and Location	Union
Burnaby District, B.C.	Public Empl. (CLC) (outside, inside empl. & foremen)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Calgary Power Empl. Assn. (Ind.)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Cdn. Canners, Vancouver & Penticton, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CNTU)
Cdn. Lithographers' Assn., Toronto, Hamilton, London, Ottawa, Ont. & Montreal, Que.	Lithographers (Ind.)
Catelli Food Products, Montreal, Que.	Bakery Wkrs. (CLC)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Compagnie Miron Ltee, Ville St-Michel, Que.	Cement Wkrs. (AFL-CIO, CLC)
Consolidated Paper, Nicauba, Que.	Bush Wkrs., Farmers' Union (Ind.)
Consolidated Paper, Trenche Dist., Que.	Bush Wkrs., Farmers' Union (Ind.)
Consumers Glass, Ville St. Pierre, Que.	CNTU-chartered local
Continental Can Co. of Canada, St. Laurent, Que.	Steelworkers (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Ford Motor Co. of Canada, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC) (office empl.)
Fry-Cadbury Ltd., Montreal, Que.	Bakery Wkrs. (CLC)
Garment Mfrs. Assn. of Western Canada, Winnipeg, Man.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
General Steel Wares & Easy Washing Machine, London, Toronto, Ont. & Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Goodyear Tire & Rubber, Bowmanville, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
H. J. Heinz Co. of Canada, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Hospitals (7), Three Rivers, Cap de la Madeleine, Grand'Mere, Shawinigan & La Tuque, Que.	Service Empl. Federation (CNTU)
Lake Asbestos of Quebec, Black Lake, Que.	Mining Empl. Federation (CNTU)
Lakehead terminal elevators, Fort William & Port Arthur, Ont.	Railway Clerks (AFL-CIO/CLC)
London City, Ont.	Public Empl. (CLC) (outside empl.)
Walter M. Lowney Co., Sherbrooke, Que.	Bakery Wkrs. (CLC)
Maritime Tel. & Tel., province-wide, N.S.	IBEW (AFL-CIO/CLC) (plant empl.)
Massey-Ferguson, Toronto, Brantford & Woodstock, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Molson's Brewery Quebec Ltd., Montreal, Que.	Molson's Empl. Assn. (Ind.)
Montreal City, Que.	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que.	Public Service Empl. Federation (CNTU) (inside empl.)
Montreal City, Que.	Public Empl. (CLC) (outside empl.)
Montreal Transportation Commission, Montreal, Que.	Public Service Empl. Federation (CNTU)
National Harbours Board, Montreal, Que.	CNTU-chartered local
Northern Electric, Belleville, Ont. & Montreal, Que.	Northern Electric Empl. Assn. (Ind.)
Northern Electric, Montreal, Que.	Northern Electric Office Empl. Assn. (Ind.)
Northern Electric, Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)
Ocean Cement Limited, Greater Vancouver, Fraser Valley & Vancouver Island, B.C.	Teamsters (Ind.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Phillips Cables Ltd., Brockville, Ont.	IUE (AFL-CIO/CLC)
Provincial Transport, Montreal, Que.	Public Service Empl. Federation (CNTU)
Quebec North Shore Paper, Baie Comeau, Franquelin & Shelter Bay, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Restigouche Forest Employers, northern N.B.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
Royal Victoria Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Saskatchewan Government Telephones	Communications Wkrs. (AFL-CIO/CLC)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	CLC-chartered local & Public Empl. (CLC)
Telegram Publishing, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Vancouver Police Commissioners Board, B.C.	B.C. Peace Officers (CLC)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont.	Distillery Wkrs. (AFL-CIO/CLC)
Winnipeg City, Man.	Fire Fighters (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

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Conciliation Officer

Company and Location	Union
Campbell Chibougamau Mines, Chibougamau, Que.	Steelworkers (AFL-CIO/CLC)
Cdn. Lake Carriers Negotiating Committee	Seafarers (AFL-CIO) (unlicensed personnel)
Consolidated Paper, Les Escoumins, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste. Anne de Portneuf, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Dominion Bridge, Lachine & Longue Pointe, Que.	Steelworkers (AFL-CIO/CLC)
DuPont of Canada, Kingston, Ont.	Mine Wkrs. (Ind.)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Steel Co. of Canada, Montreal, Que.	Steelworkers (AFL-CIO/CLC)

Conciliation Board

Algoma Ore Properties, Wawa, Ont.	Steelworkers (AFL-CIO/CLC)
Algoma Steel Corp., Sault Ste. Marie, Ont.	Steelworkers (AFL-CIO/CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
Cdn. Acme Screw & Gear, Monroe Acme, Galt Machine & Maremont Acme, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Ford Motor Co. of Canada, Windsor, North York, Oakville & Crowland, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Shawinigan Water & Power, province-wide, Que.	Public Service Empl. Federation (CNTU)

Post-Conciliation Bargaining

B.C. Towboat Owners' Assn.	Merchant Service Guild (CLC) & Railway, Transport & General Wkrs. (CLC)
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
Chrysler Corp. of Canada, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Coal Operators' Assn. of Western Canada, Alta. & B.C.	Mine Wkrs. (Ind.)
Steel Co. of Canada (Canada Works), Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Steel Co. of Canada (Hamilton Works), Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)

Arbitration

Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)
Quebec Liquor Board, province-wide	CNTU-chartered locals (retail, warehouse & office empl.)

Part III—Settlements Reached During December

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

Abitibi Power & Paper, northern Ont.—Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC): 2-yr. agreement covering 1,750 empl.—general wage increases for day wkrs. (time work rates) of 11¢ an hr. retroactive to Sept. 1, 1964 and 11¢ an hr. eff. Sept. 1, 1965; basic piece work rates increased by 2½% retroactive to Sept. 1, 1964 and 2½% eff. Sept. 1, 1965; vacation pay of 2% of gross earnings after working 30 days, 4% of gross earnings after working 625 days (formerly after 750 days), 6% of gross earnings after working 2,085 days (formerly after 2,500 days); company contributions toward surgical and hospital care plan increased for married empl. to $4 a mo. (previously $2.50 a mo.) retroactive to Sept. 1, 1964 and to $6 a mo. eff. Aug. 31, 1965, and for single empl. to $4 a mo. (previously $2.50 a mo.) eff. Aug. 31, 1965; second and third shift differentials increased to 7¢ and 8¢ an hr. respectively (formerly 6¢ and 7¢); sick benefit allowance increased to maximum of 20 days (formerly 12 days); rate for labourer to be $2.12 an hr. after Sept. 1, 1965; agreement to expire Aug. 31, 1966.

Cdn. Kodak, Mount Dennis, Ont.—Chemical Wkrs. (AFL-CIO/CLC): 2-yr. agreement, with wage reopener at end of first yr., covering 800 empl.—general wages increases ranging from 7¢ to 11¢ an hr. for men and from 7¢ to 8¢ an hr. for women, eff. Nov. 13, 1964; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); agreement to expire Nov. 7, 1966.

Dominion Rubber (Papineau Factory), Montreal, Que.—Distillery Wkrs. (AFL-CIO/CLC): 27-mo. agreement covering 530 empl.—general wage increases totalling 8.1¢ an hr. spread over period of agreement, with initial increase eff. Dec. 14, 1964; rate for labourer will be $1.83 an hr.; agreement to expire March 1, 1967.

Dominion Stores, Hamilton, London & other centres, Ont.—Retail, Wholesale Empl. (AFL-CIO/CLC): 2-yr. agreement covering 700 empl.—wage increases of $5 a wk. retroactive to May 1, 1964, $2 a wk. eff. May 1, 1965, and for London additional $2 a wk. eff. Nov. 1, 1965; 3 wks. vacation after 8 yrs. of service (formerly after 10 yrs.); rates for male and female clerks will be $82.50 and $74.50 a wk., respectively; agreement to expire May 1, 1966.

Domtar Newsprint (Nipigon Woodlands Dept.), Nipigon, Ont.—Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC): 2-yr. agreement covering 550 empl.—general wage increases for day wkrs. (time work rates) of 11¢ an hr. retroactive to Sept. 1, 1964 and 11¢ an hr. eff. Sept. 1, 1965; basic piece work rates increased by 2½% retroactive to Sept. 1, 1964 and 2½% eff. Sept. 1, 1965; vacation pay of 2% of gross earnings after working 30 days, 4% of gross earnings after working 625 days (formerly after 750 days), 6% of gross earnings after working 2,500 days); company contributions toward medical, surgical and hospital care plan increased for married empl. to $4 a mo. (previously $2.50 a mo.) retroactive to Sept. 1, 1964 and to $6 a mo. eff. Aug. 31, 1965, and for single empl. to $4 a mo. (previously $2.50 a mo.) eff. Aug. 31, 1965; second and third shift differentials increased to 7¢ and 8¢ an hr. respectively (formerly 6¢ and 7¢); sick benefit allowance increased to maximum of 20 days (formerly 12 days); rate for labourer $2.12 an hr. after Sept. 1, 1965; agreement to expire Aug. 31, 1966.

Edmonton City, Alta.—Public Empl. (CLC) (clerical empl.): 2-yr. agreement covering 1,400 empl.—general wage increases of 3½% retroactive to Jan. 1, 1964 and 3% eff. Jan. 1, 1965; agreement to expire Dec. 31, 1965.

Edmonton City, Alta.—IBEW (AFL-CIO/CLC): 21-mo. agreement covering 550 empl.—general wage increases of 3½% in 1964 and 2½% in 1965; additional adjustment in rate of power lineman; agreement to expire Sept. 30, 1965.

General Motors of Canada & subsidiaries, Oshawa, Windsor, St. Catharines, Scarborough & London, Ont.—Auto. Wkrs. (AFL-CIO, CLC): 3-yr. agreement covering 18,000 empl.—settlement pay of $15 for empl. on payroll during pay period ending Dec. 6, 1964; annual improvement factor of 6¢ an hr. or 2½%, whichever is greater, maintained, such general wage increases taking effect Dec. 1964 and Nov. 8, 1965; annual improvement factor to be increased to 7¢ an hr. or 2.8%, whichever is greater, eff. Nov. 7, 1966; additional wage increases of 5¢ an hr. for unskilled empl. and 12¢ an hr. for skilled empl. eff. Dec. 1964; 1¢ an hr. set aside eff. Dec. 1964 to be allocated to wage inequities; 10¢ of existing cost-of-living allowance incorporated into regular wage rates eff. Jan. 4, 1965; Dec. 24 and Dec. 31 (formerly half holidays) to be full holidays and Boxing Day to be tenth paid holiday; amendments to vacation plan: 80 hrs. (formerly 40 hrs.) after 1 yr. of service, 100 hrs. (formerly 60 hrs.) after 3 yrs. of service, 120 hrs. (formerly 80 hrs.) after 5 yrs. of service, 140 hrs. (formerly 100 hrs.) after 10 yrs. of service and 160 hrs. (formerly 120 hrs.) after 15 yrs. of service; company-paid Blue Cross Prescription Drug Plan adopted; weekly sickness and accident benefits ranging from $60 to $95 to be payable up to 52 weeks (formerly 26 weeks); group life insurance to range from $6,000 to $9,000; paid up life insurance after age 65 to be $1,500 after 10 yrs. participation and to range from $1,800 to $2,700 after 20 yrs. participation; provision for up to 3 days bereavement leave introduced; company to assume full cost (formerly maximum of $100) of registration fees and tuition of apprentices; tuition refund plan for empl. completing part-time job-related classes to provide refunds up to $250 a yr.; pension plan stipulates automatic retirement at age 69, normal retirement at age 65 and early retirement at or after age 55; basic pension at age 65 to be $4.25 a mo. per yr. of service (formerly $2.80) for empl. retiring on or after Nov. 1, 1964; supplementary pension from ages 65 to 69 to be $4.25 a mo. per yr. of service up to 30 yrs. and to be reduced at age 70 to $1.75 a mo. per yr. of service to a maximum of $52.50 for empl. retiring on or after Nov. 1, 1964 (formerly $1.80 a mo. per yr. of service payable only to age 70); same basic and supplementary pensions for early retirement at or after age 55 for empl. retired by company or under mutually satisfactory conditions after 10 yrs. of service; same basic and supplementary pensions for empl. retiring early voluntarily at age 62 and gradually reduced benefits for voluntary retirement at ages 55 to 61 (to qualify, empl. must have 10 yrs. of credited service between ages 60 and 65, or age and yrs. of credited service must total 85 for voluntary retirement between ages 55 and 60); supplementary pension for empl. who retired before Nov. 1, 1964 to be increased by $1.45 a mo. per yr. of service, superseding 25¢ a mo. per yr. of service for empl. who retired before Nov. 1, 1961; survivors' benefit for empl. who retired before Nov. 1, 1964 to be 55% of increased monthly pension; vested deferred pension to be $4.25 a mo. per yr. of service after 10 yrs. of service payable at age 65 or reduced at age 60, and age limit of 40 under previous arrangement to be removed; new survivor income benefits; maximum weekly benefit under SUB plan to be $50 (formerly $40) plus $1.50 for each dependent up to 4 dependents and to be available also to empl. who have exhausted unemployment insurance benefits; scheduled short work week benefit to be 75% of earnings (formerly 65%); earnings from other employers to be disregarded in SUB calculations; separation pay to range from 50 hrs. after 1 yr. of service (formerly after 2 yrs.) to 2,080 hrs. (formerly 1500 hrs.) after 30 yrs. of service; agreement to expire Oct. 1, 1967.

Great Lakes Paper, Fort William, Ont.—Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC): 2-yr. agreement covering 800 empl.—general wage increases for day wkrs. (time work rates) of 11¢ an hr. retroactive to Sept. 1, 1964 and 11¢ an hr. eff. Sept. 1, 1965; basic piece work rates increased by 2½% retroactive to Sept. 1, 1964 and 2½% eff. Sept. 1, 1965; vacation pay of 2% of gross earnings after working 30 days, 4% of gross earnings after working 625 days (formerly after 750 days), 6% of gross earnings after working 2,085 days (formerly after 2,500 days); company contributions toward medical, surgical and hospital care plan increased for married empl. to $4 a mo. (previously $2.50 a mo.) retroactive to Sept. 1, 1964 and to $6 a mo. eff. Aug. 31, 1965, and for single empl. to $4 a mo. previously $2.50 a mo.) eff. Aug. 31, 1965; second and third shift differentials increased to 7¢ and 8¢ an hr., respectively (formerly 6¢ and 7¢); sick benefit allowance increased to maximum of 20 days (formerly 12 days); rate for labourer $2.12 an hr. after Sept. 1, 1965; agreement to expire Aug. 31, 1966.

Hotel Queen Elizabeth, Montreal, Que.—Hotel Empl. (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC) & Laundry Wkrs. (CLC): 3-yr. agreement covering 1,000 empl.—wage increases ranging from 3¢ an hr. to 5¢ an hr. and $.50 a day to $3.27 a day retroactive to Oct. 25, 1964 and additional increases for certain occupations of 2¢ an hr. and 3¢ an hr. and of $.50 a day and $1.20 a day eff. Oct. 25, 1965; all gratuity empl. to work 5-day 40-hr. wk. (formerly 48 hrs.) and rate of pay for work on the sixth or seventh consecutive day to be time and one half; either St. Jean Baptiste Day or Thanksgiving Day, at company's discretion, to be additional paid holiday in 1967; agreement to expire Oct. 24, 1967.

(Continued on page 68)

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during November. The Board granted 14 applications for certification, ordered two representation votes, rejected three applications for certification and rejected one application for revocation of certification. The Board also rejected an application under Section 61(2) of the Act for review of an earlier decision, allowed the withdrawal of one such application, and granted an application under Section 19(2) of the Act for a provision for grievance procedure. During the month, the Board received seven applications for certification, and allowed the withdrawal of two applications for certification.

Applications for Certification Granted

1. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of seamen, oilers and cooks employed aboard the M. V. *Cacouna* and M. V. *Polaris Explorer* by Polaris Shipping Ltd., Quebec, Que. (L.G., Nov., p. 986). The Seafarers' International Union of Canada had intervened.

2. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Scott Misener Steamships Limited, Port Colborne, Ont. (L.G., Nov., p. 987).

3. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of unlicensed personnel employed by Agence Maritime Inc., Quebec, Que. (L.G., Dec., p. 1105).

4. District 50, United Mine Workers of America, Local Union 15377, on behalf of a unit of deck officers and a unit of marine engineers employed by Agence Maritime Inc., Quebec, Que. (L.G., Dec., p. 1106). The Canadian Merchant Service Guild, Inc., Eastern Branch, had intervened.

5. Brotherhood of Locomotive Firemen and Enginemen on behalf of a unit of locomotive engineers employed by the New York Central Railroad Company as lessee of the Michigan Central Railroad and sub-lessee of the Canada Southern Railway (L.G., Nov., p. 987). The Brotherhood of Locomotive Engineers had intervened.

6. United Steelworkers of America on behalf of a unit of shed employees employed by Eastern Canada Stevedoring (1963) Ltd., Sept-Iles, Que. (L.G., Oct., p. 878).

7. United Steelworkers of America on behalf of a unit of linesmen employed by Eastern Canada Stevedoring (1963) Ltd., Sept-Iles, Que. (L.G., Oct., p. 878).

8. Teamsters, Chauffeurs, Warehousemen and Helpers Local Union 927 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed in New Brunswick and Nova Scotia by Boston & Rockland Transportation Company Limited, Yarmouth, N.S. (L.G., Nov., p. 988).

9. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of pilots employed by Island Airlines Ltd., Campbell River, B.C. (L.G., Dec., p. 1107).

10. International Association of Machinists on behalf of a unit of clerical and technical personnel employed by the Quebec North Shore and Labrador Railway Company, in its Mechanical Department at Sept-Iles, Que. (L.G., Dec., p. 1107).

11. Canadian Brotherhood of Railways, Transport and General Workers on behalf of a unit of employees of Veteran Transfer Limited, Edmonton, Alta. (L.G., Dec., p. 1107).

12. District 50, United Mine Workers of America, Local Union 15410, on behalf of a unit of unlicensed personnel employed by Cooperative de Transport Maritime et Aerien, Cap aux Mueles, Ile de La Madeleine, Que. (L.G., Dec., p. 1107).

13. District 50, United Mine Workers of America, Local Union 15405, on behalf of a unit of licensed personnel employed by Cooperative de Transport Maritime et Aerien, Cap aux Mueles, Iles de la Madeleine, Que. (L.G., Dec., p. 1107).

14. Canadian Transportation Workers' Union, No. 186, National Council of Canadian Labour, on behalf of a unit of employees of Glengarry Transport Ltd., working in and out of its terminals at Alexandria and Toronto in Ontario and Montreal in Quebec (L.G., Dec., p. 1107).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Representation Votes Ordered

1. Canadian Brotherhood of Railway, Transport and General Workers, applicant, and A. Escott Co. Ltd., North Vancouver, B.C., respondent (unlicensed employees) (L.G., Dec., p. 1107) (Returning Officer: G. H. Purvis).

2. Seafarers' International Union of Canada, applicant, Orleans Navigation Inc., St.-Laurent, Ile d'Orleans, Que., respondent (marine engineers), and District 50, United Mine Workers of America, intervener. The Board ordered that only the name of the applicant appear on the ballot. (L.G., Dec., p. 1107). (Returning Officer: R. L. Fournier).

Applications for Certification Rejected

1. Seafarers' International Union of Canada, applicant, Orleans Navigation Inc., St-Laurent, Ile d'Orleans, Que., respondent, and District 50, United Mine Workers of America, Local Union 13946, intervener (L.G., Dec., p. 1105). The application was rejected for the reason that it was not supported by a majority of the wheelsmen, seamen, and cooks affected in the representation vote conducted by the Board.

2. Seafarers' International Union of Canada, applicant, Agence Maritime Inc., Quebec, Que., respondent (unlicensed personnel) and District 50, United Mine Workers of America, Local Union 13946, intervener. (L.G., Dec., p. 1107). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

3. Canadian Merchant Service Guild, Inc., Eastern Branch, applicant, Agence Maritime Inc., Quebec, Que., respondent (deck officers) and District 50, United Mine Workers of America Local Union 15377, intervener (L.G., Dec., p. 1106). The application was rejected for the reason that it was

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Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

not supported by a majority of the employees affected in the representation vote conducted by the Board.

Application for Revocation Rejected

The Board rejected an application for revocation of certification affecting Floyd Barkwell, *et al.*, applicants, Liquid Cargo Lines Limited, Clarkson, Ont., respondent, and the General Truck Drivers Union Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent (L.G., Dec., p. 1107).

Request under Section 61(2) Rejected

The Board rejected a request by Peter Rempel, *et al.*, for review of its Order of June 7, 1961 that certified the National Association of Broadcast Employees and Technicians as bargaining agent for a unit of employees of Channel Seven Television Limited, Winnipeg, Man. (L.G., Dec., p. 1108). The request sought the exclusion from the bargaining unit of the classifications of transmitter technician, videotape supervisor, and maintenance technician. The request was denied for the reason that no grounds were put forward at the hearing before the Board on June 7, 1961 that would warrant the exclusion of employees of the respondent company classified as videotape supervisor, transmitter technician and maintenance technician from the unit of employees that the Board found appropriate for collective bargaining; that the inclusion of such classifications of employees in bargaining units had been found appropriate by the Board in dealing with a number of medium-sized and small television stations throughout Canada; and that no evidence had been put forward in the application for reconsideration that would lead the Board to vary its decision in the present case.

Application under Section 19 Granted

The Board granted an application under Section 19 of the Act for a provision for the final settlement of differences concerning the meaning or violation of a collective agreement affecting Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 91; and General Truck Drivers, Local Union 938, and Transport Drivers, Warehousemen and Helpers Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (in substitution for the Taggart Employees Association pursuant to Section 10(c) of the Act) applicant; and Taggart Service Limited, Ottawa, Ont., respondent (L.G., Dec., p. 1108).

Applications for Certification Received

1. International Longshoremen's Association, Local 1657, on behalf of a unit of checkers and cargo repairmen employed in the Port of Montreal by various companies as represented by The Shipping Federation of Canada Inc. (Investigating Officer: R. L. Fournier).

2. Transport Drivers, Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees at the Montreal terminal of Argosy Carriers (Eastern) Limited, Toronto, Ont. (Investigating Officer: R. L. Fournier).

3. International Association of Machinists on behalf of a unit of tradesmen of Atomic Energy Company of Canada Limited, Pinawa, Man. (Investigating Officer: C. Arthur Frey).

4. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by Porter Shipping Limited, Toronto, Ont. (Investigating Officer: S. Emmerson).

5. General Truck Drivers Local Union No. 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Trans Canada Highway Express Limited, Edmonton, Alta. (Investigating Officer: S. Emmerson).

6. International Longshoremen's Association, Local 1915, on behalf of a unit of employees of Great Lakes Overseas Packing Division of Summerhayes Industrial and Wood Products Limited, Hamilton, Ont. (Investigating Officer: M. Horenblas).

7. Truckers, Cartagemen, Construction and Building Employees, Local Union No. 362 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of personnel employed in the Province of Alberta by M & P Transport Ltd., Edmonton, Alta. (Investigating Officer: G. H. Purvis).

Applications for Certification Withdrawn

1. International Longshoremen's Association, Local 1842, applicant; and Waterman's Services (Scott) Limited, Toronto, Ont., respondent (L.G., Dec., p. 1107).

2. International Longshoremen's Association, Local 1654, applicant; and Great Lakes Overseas Packing Division of Summerhayes Industrial and Wood Products Limited, Hamilton, Ont., respondent (L.G., Dec., p. 1107).

Request Under Section 61(2) Withdrawn

Association of Radio and Television Employees of Canada, applicant; and Canadian Broadcasting Corporation, respondent (L.G., Dec., p. 1108).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During November, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. Liquid Cargo Lines Limited, Clarkson, Ont., and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

2. La Compagnie Radiodiffusion CKCH de Hull (Limitee) and Le Syndicat de l'Industrie de l'Imprimerie, Hull-Ottawa, Section CKCH (Conciliation Officer: C. E. Poirier).

3. Aero Caterers Ltd., Halifax International Airport and Local 927 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. T. Cochrane).

4. Ontario Northland Railway, North Bay, Ont., and Brotherhood of Locomotive Engineers (Conciliation Officer: T. B. McRae.)

5. United Grain Growers Ltd., Alberta Wheat Pool, Saskatchewan Wheat Pool, Pacific Elevators Limited, and Burrard Terminals Limited; and Local 333, Grain Workers Union, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: D. S. Tysoe).

Settlements Reported by Conciliation Officers

1. Aero Caterers Ltd., Halifax International Airport; and Local 927 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. T. Cochrane) (see above).

2. Maple Leaf Mills Limited, Calgary, Alberta; and Local 1145 of the United Packinghouse, Food and Allied Workers (Conciliation Officer: D. S. Tysoe) (L.G., Dec. p. 1108).

3. The J. P. Porter Company Limited, Marine Industries Limited, McNamara Marine Limited, and Canadian Dredge & Dock Co. Ltd; and Seafarers' International Union of Canada (licensed division) (Conciliation Officer: C. E. Poirier) (L.G., Dec. p. 1108).

4. Saguenay Terminals Limited, Port Alfred, Que., and Le Syndicat National des Employés Salaries de Saguenay Terminals Limited (Conciliation Officer: C. E. Poirier) (L. G., Oct. p. 882).

5. Saguenay Terminals Limited, Port Alfred, Que., and Le Syndicat National des Débardeurs de la Baie des Ha! Ha! Inc. (Conciliation Officer: C. E. Poirier) (L.G., Oct. p. 882).

6. Leamington Transport (Western) Limited, Leamington, Ont., and Locals 880, 141 and 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae) (L.G., Sept. p. 805).

7. Canadian Lake Carriers Negotiating Committee (26 companies) and Seafarers' International Union of Canada (unlicensed personnel) (Conciliation Officers: C. E. Poirier and T.B. McRae) (L.G., Aug. p. 717).

8. TransAir Limited, Winnipeg, and Canadian Air Line Pilots Association (Conciliation Officer: J. S. Gunn) (L.G., June p. 495)

Conciliation Board Appointed

B.C. Towboat Owners' Association (various companies) and Seafarers' International Union of Canada (unlicensed personnel) (L.G., Dec. p. 1108).

Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in November to deal with a dispute between B.C. Towboat Owners' Association (various companies) and Seafarers' International Union of Canada (unlicensed personnel) (see above) was fully constituted in November with the appointment of R. J. S. Moir of Vancouver, as Chairman. Mr. Moir was appointed by the Minister on the joint recommendation of the other two members of the Board, N. G. Cunningham and John Brown, both of Vancouver, who were previously appointed on the nomination of the association and union, respectively.

2. The Board of Conciliation and Investigation established in October to deal with a dispute between Western Manitoba Broadcasters Ltd. and Association of Radio and Television Employees of Canada (L.G., Dec. p. 1109) was fully constituted in November with the appointment of D. J. Jessiman, Q.C. of Winnipeg, as Chairman. Mr. Jessiman was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Norman Steven Bergman of Brandon and L. H. Butterworth of Winnipeg, who were previously appointed on the nomination of the company and union, respectively.

3. The Board of Conciliation and Investigation established in October to deal with a dispute between H. W. Bacon Limited, Toronto, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Dec. p. 1109) was fully constituted in November with the appointment of W. H. Dickie of Toronto as Chairman. Mr. Dickie was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, David Churchill-Smith and Paul Siren, both of Toronto, who were previously appointed on the nomination of the company and union, respectively.

4. The Board of Conciliation and Investigation established in October to deal with a dispute between B.C. Towboat Owners' Association (various companies) and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (L.G., Dec. p. 1109) was fully constituted in November with the appointment of R. J. S. Moir of Vancouver, as Chairman. Mr. Moir was appointed by the Minister on the joint recommendation of the other two members of the Board, N. G. Cunningham and William Stewart, both of Vancouver, who were previously appointed on the nomination of the association and union, respectively.

5. The Board of Conciliation and Investigation established in October to deal with a dispute between B.C. Towboat Owners' Association, Vancouver and Canadian Merchant Service Guild, Inc. (deck officers) (L.G., Dec. p. 1109) was fully constituted in November with the appointment of Dr. G. Neil Perry of Vancouver, as Chairman. Dr. Perry was appointed by the Minister on the joint recommendation of the other two members of the Board, T. E. H. Ellis, Q.C. and Jack MacKenzie, both of Vancouver, who were previously appointed on the nomination of the association and union, respectively.

6. The Board of Conciliation and Investigation established in October to deal with a dispute between B.C. Towboat Owners' Association and Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (engineer officers) (L.G., Dec. p. 1109) was fully constituted in November with the appointment of Dr. G. Neil Perry of Vancouver, as Chairman. Dr. Perry was appointed by the Minister on the joint recommendation of the other two members of the Board, T. E. H. Ellis, Q. C. and Jack MacKenzie, both of Vancouver, who were previously appointed on the nomination of the association and union, respectively.

Board Report Received of Settlement

Air Canada, Montreal, and Lodges 714 and 1751 of the International Association of Machinists (L.G., Nov. p. 990). The text of the report is reproduced below.

Report of Board in Dispute between

Air Canada

and

International Association of Machinists

The Board of Conciliation, consisting of Mr. H. M. Sparks, company nominee; Mr. Peter Podger, union nominee; and Mr. W. H. Dickie, chairman, met with the parties at Montreal on November 2, 3, 4, 5 and 6, 1964.

Appearing for the company were: Mr. Charles Eyre, Director of Industrial Relations; Mr. Norman Radford, Supervisor of Labour Relations; Mr. Robert Peterson, Asst. General Supt., Dorval Base; Mr. George R. McKillop, Supvr. Labour Relations, Dorval; Mr. Cecil B. Hodgson, Supvr. Labour Relations, Dorval; Mr. S. G. Sheldrake, Supvr. Administrative Services; and Mr. R. C. Cunningham, General Supvr. Telecommunications.

Appearing for the union were: Mr. Roy K. Greenwood, Shop Chairman, Toronto 714; Mr. Wilf Bulger, Chairman, Shop Committee, Montreal 1751; Mr. Frank Grennon, President 1751; Mr. E. D. Bowles, Financial Secty. 1751; Mr. J. J. Farrell, Committee Member 1751; Mr. Dean A. Bell, Committee Member 714 Vancouver; Mr. R. J. Mathias,

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During November, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Air Canada, Montreal, and Lodges 714 and 1751 of the International Association of Machinists.

The Board reported that all matters in dispute had been settled and that the terms of settlement had been ratified.

The Board was under the chairmanship of W. H. Dickie of Toronto. He was appointed by the Minister on the joint recommendation of the other two members of the Board, H. M. Sparks of Montreal and Peter Podger of Streetsville, Ont., nominees of the company and union, respectively.

The report is reproduced here.

Committee Member 714 Winnipeg; Mr. J. E. King, Committee Member 714 Winnipeg; Mr. R. Nat Gray, G. L. R. Montreal; Mr. E. A. Smith, General Chairman, 714; Mr. Donald S. Wasserman, Research Dept., Grand Lodge; Mr. Michael Rygus, General Vice President, Ottawa; Mr. Michael Pitchford, General Chairman, Lodge 1751, Montreal.

We are pleased to report that a settlement of the dispute was reached by the parties before the Board, the details of which are as follows:

MEMORANDUM OF SETTLEMENT

between Air Canada, Montreal and
International Association of Machinists

The parties hereto agree to recommend to their principals the acceptance of the following terms as a settlement of all the items in dispute.

1. The collective agreement to expire October 31, 1966.

2. Effective November 1, 1964, a general wage increase of 4%. Effective November 1, 1965, a general wage increase of 4%.

3. Effective January 1, 1965, the Company to assume 50% of the Group Life Insurance cost.

4. Shift premiums to be increased by 2¢ per hour on the afternoon and night shifts, effective December 1, 1964.

5. Vacations; 4 weeks after 20 years of service, to be effective in 1965.

6. Daily expense allowance to $7.50 effective December 1, 1964.

7. A lump sum settlement in the amount of $55.00 shall be paid to all employees on the payroll as of November 6th, 1964, and on the payroll as of July 2, 1964. Those hired or in the service since July 2, 1964 shall be paid on a *pro rata* basis.

All other matters agreed upon between the parties prior to these proceedings are hereby confirmed.

Dated this 6th day of November, 1964 at Montreal.

For the Union:

M. Pitchford, Mike Rygus, E. A. Smith, R. Nat Gray, J. E. King, F. Grennon, J. J. Farrell, E. D. Bowles, R. J. Mathias, Wilf Bulger, R. K. Greenwood, Dean A. Bell.

For the Company:

F. C. Eyre, R. Peterson, C. B. Hodgson, S. G. Sheldrake.

All this respectfully submitted this 30th day of November, 1964 at Toronto, Ont.

(*Sgd.*) *W. H. Dickie,*
Chairman.

Steelworkers Agreement Spells Out "Total Job Security"

A contract negotiated recently between the United Steelworkers of America and a small Pennyslvania company spells out for the first time the union's concept of "total job security." The pact is expected to set the pattern when union talks with the 11 major U.S. steel producers resume in April.

Under the provisions of the new contract, each of the company's 2,500 employees is guaranteed an average rate of earnings in any quarter of the year, excluding overtime and other premiums, at least equal to 95 per cent of his average straight-time earnings during the last quarter of the previous year. This provision is designed to protect workers transferred to lower paying jobs because of technological change or other management decisions.

Supplementary unemployment benefits for workers laid off were increased from 60 per cent of normal pay to 85 per cent. A worker with ten years seniority would continue to collect SUB as long as he is unemployed or until he reaches retirement age. Workers with less than ten years service would receive the same protection for two years, an increase from one year under previous contracts.

Similar increases were made in sickness and accident benefits.

There will also be an increase in the present guarantee of 32 hours pay for each week in which an employee works, even if he is on the job only part of the week. The employee will be paid for 38 hours under the new contract.

The agreement also includes a plan by which the company will share with workers 32.5 per cent of savings achieved through lower labour and material costs. The arrangement is similar to that at Kaiser Steel (L.G., Feb. 1964, p. 101).

Under consideration is the idea of making the contract completely "open ended" to eliminate crisis bargaining.

It is estimated the new arrangements will cost the company from 2 to 7 cents an hour, an increase that could probably be covered from excess SUB funds.

Legal Decisions Affecting Labour

Supreme Court of Canada upholds certification order. British Columbia Court of Appeal quashes representation vote order

The Supreme Court of Canada upheld by a majority decision the validity of a certification order issued by the Quebec Labour Relations Board and ruled that the Board acted within its jurisdiction when, in defining a bargaining unit for the purpose of certification, it excluded persons under 16 years of age.

In British Columbia, the Court of Appeal quashed a decision of the Labour Relations Board to hold a representation vote, on the ground that the presence during the Board's hearings and deliberations of a member of the Board who was an international representative of the applicant local's union created a likelihood of bias in favour of one of the parties, despite the fact that the member in question disqualified himself and, according to the statement made by the Chairman of the Board, did not take part in the deliberations that led to the decision of the Board to take a representation vote.

Also, the Court ruled that a decision of the Board to take a representation vote was not purely a procedural ruling but a decision touching the merits of the application for certification, and one that affected the rights of the parties involved. Therefore, such a decision was reviewable on *certiorari*, notwithstanding that the ruling did not complete the matter and it still remained for the Board to certify or refuse to certify in accordance with the result of the representation vote.

Supreme Court of Canada . . .

. . . upholds power of Labour Relations Board to exclude under-16's from bargaining unit

On March 23, 1964, the Supreme Court of Canada held, by a majority, that it was open to the Labour Relations Board, in defining a bargaining unit for the purpose of certification, to exclude therefrom persons under age 16 who were also excluded (in conformity with a by-law of the Board) in determining the representative character of the union seeking certification.

Further, the Court held that it was immaterial that such exclusion was not specified in the definition of "employee" in the Labour Relations Act, since the matter was one within the exclusive jurisdiction of the Board.

On March 21, 1956, the United Textile Workers of America applied to the Quebec Labour Relations Board for recognition as the collective bargaining agent for certain employees of Burlington Mills Hosiery Co. of Canada Ltd. at its Lachine plant, described in the application as:

> . . . all employees paid by the hour or on a piece-work basis except foremen (male and female), machine fitters, persons acting in a supervisory capacity, office workers, chauffeurs, employees paid by the week, and all those automatically excluded by the Labour Relations Act. (*Translation*)

The application was opposed by the company. On November 13, 1956, after a series of hearings, the Board rendered a decision certifying the union as bargaining agent to represent:

> . . . all employees paid on an hourly basis or on a piece-work basis except foremen (male and female), persons acting in a supervisory capacity, office workers, persons paid by the week, production supervisors, the chief engineer, minors under sixteen years of age, and those automatically excluded by the Labour Relations Act employed by the respondent, Burlington Mills Hosiery Company of Canada Limited, 130 St. Joseph St., Lachine, P.Q. (*Translation*)

Following this decision, the company filed with the Board a petition to have the certification cancelled. After a hearing, the petition was dismissed.

In February 1957, the company petitioned the Court for a writ of prohibition and that the decisions of the Board be set aside as having been made outside its jurisdiction. The petition for the writ of prohibition was dismissed by the Superior Court, but was granted by the Court of Queen's Bench in a majority decision. The Labour Relations Board then applied for and obtained leave to appeal to the Supreme Court of Canada.

The main objection to the ruling of the Board was that, by excluding from the bargaining unit employees less than 16 years old, the Board had exceeded its jurisdiction.

Mr. Justice Abbott, rendering the majority decision of the Court, referred to the following sections of the Quebec Labour Relations Act:

> S. 2. In this Act and in its application, unless the context requires otherwise, the following words and expressions have the meaning hereinafter given to them:

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

a. "Employee" means any apprentice, unskilled labourer or workman, skilled workman or journeyman, artisan, clerk or employee, working individually or in a crew or in partnership; but it does not include:

1. persons employed as manager, superintendent, foreman, or representative of an employer in his relations with his employees;

2. the directors and managers of a corporation;

3. any person belonging to one of the professions contemplated in chapters 262 to 275, or admitted to the study of one of such professions;

4. domestic servants or persons employed in an agricultural exploitation.

S. 4. Every employer shall be bound to recognize as the collective representative of his employees the representatives of any association comprising the absolute majority of his said employees and to negotiate with them, in good faith, a collective labour agreement . . . .

S. 5. The employer shall incur the obligation contemplated in the preceding section, as the Board may decide, either towards the aggregate of his employees or towards each group of the said employees which the Board declares is to form a separate group for the purposes of this Act.

S. 6. Every association desiring to be recognized, for the purposes of this Act as representing a group of employees or of employers, shall apply by petition in writing to the Board and the latter, after inquiry, shall determine whether such association is entitled to be so recognized and what group of employees it shall represent or, in the case of an association of employers, with respect to what group of the employees of its members it is qualified to represent them. . . .

S. 7. The Board shall assure itself of the representative character of the association and of its right to be recognized and, for such purpose, shall examine its books and records.

In order to assure itself of such representative character, the Board may, by by-law subject to the formalities of section 38, determine the conditions on which a person may be recognized as a member of an association.

S. 41a. Notwithstanding any legislative provision inconsistent herewith,

a. The decisions of the Board shall be without appeal and cannot be revised by the courts;

b. no writ of *quo warranto*, of *mandamus*, of *certiorari*, of prohibition or injunction may be issued against the Board or against any of its members, acting in their official capacity;

c. the provisions of article 50 of the Code of Civil Procedure shall not apply to the Board, or to its members acting in their official capacity.

In establishing the bargaining unit for which it certified the union as collective bargaining agent, the Board excluded from such unit, among others, all employees under 16 years of age. For the purpose of determining the representative character of the union, it also excluded members of the union under that age. Had employees under 16 been included in the bargaining unit, the union would not have had the majority called for under the Act.

In the opinion of Mr. Justice Abbot, the Board had sound reasons for excluding these young persons from the bargaining unit. Also, it should be noted that By-law 3a of the Board, adopted pursuant to S. 7 of the Act, specifically excludes persons under 16 years of age as members of a union for the purpose of determining its representative character. At all events, he added, the decision to include or exclude such young persons as members of a bargaining unit is one that is clearly within the jurisdiction of the Board.

Further, Mr. Justice Abbott added that under the Act the Board is given the powers *inter alia* to determine (1) the unit of employees which is appropriate for collective bargaining purposes and (2) the representative character of the union seeking certification as the collective bargaining agent of the employees in that unit. It is clear that the absolute majority referred to in S. 4 means the absolute majority of a bargaining unit, where that unit does not comprise all employees. The responsibility of determining what employees are to be included or excluded from a bargaining unit has been committed to the exclusive jurisdiction of the Board. That is one of the principal functions of the Board.

The Act prohibits the inclusion of certain specified categories of employees in such a bargaining unit, but aside from these prohibitions, the Board is free to include or exclude other categories, and, provided it exercises that discretion in good faith, its decision is not subject to judicial review. To hold otherwise fails to give effect to the plain words of S. 41a of the Act.

Finally, Mr. Justice Abbott commented on the following statement made by Mr. Justice Choquette, who delivered the majority opinion in the Court below (Que. Q.B. (1962) at p. 475):

> I would add that the Board is not a judicial tribunal, but an administrative one exercising certain judicial powers. And in my opinion these powers cover only findings of fact and do not extend to questions of law. *(Translation)*

Regarding the second sentence as to the powers of the Board, Mr. Justice Abbott held that the learned Judge was in error. The judgment of the Judicial Committee of the Privy Council in *Labour Relations Board of Saskatchewan v. John East Iron Works Ltd.* (L.G. 1948, p. 1441) and other decisions reviewed recently by Mr. Justice Judson of the Supreme Court of Canada in *Farrell v. Workmen's Compensation Board* (L.G. 1962, p. 539) have held that a board of this kind is competent to decide questions of law.

By a majority decision the Supreme Court allowed the appeal and restored the judgment of the trial judge upholding the validity of the Labour Relations Board's certification order. *La Commission des Relations*

Ouvrières de la Province de Québec v. Burlington Mills Hosiery Co. of Canada Ltd. et al. (1964) 45 D.L.R. (2d), Part 10, p. 730.

British Columbia Court of Appeal . . .

. . . because of semblance of bias, quashes Board's order to hold representation vote

Allowing an appeal from the decision of the trial judge, the British Columbia Court of Appeal on March 17, 1964 quashed direction of the Labour Relations Board to hold a representation vote on the ground that the presence of one member of the Board (although he disqualified himself) during the hearings and deliberations of the Board in an application for certification created a real likelihood of bias in favour of one of the parties.

Further, the Court ruled that a writ of *certiorari* may be invoked to quash an order to take a representation vote on the ground that any decision of the Board touching the merits of the matter before it and affecting the rights of the parties involved is subject to the writ of *certiorari,* even though such a decision may not be a decision by which the Board completes the specific matter under consideration.

The International Union of Mine, Mill and Smelter Workers, Local 1011 applied for a writ of *certiorari* to quash a direction by the Labour Relations Board that a representation vote be taken to determine whether the employees in a bargaining unit of Craigmont Mines desired to have the United Steelworkers of America Local 2952 certified as their bargaining representative in place of the former union. The motion for the writ was dismissed by Mr. Justice Aikens (1963) 44 W.W.R. 357, on the ground that the Board, in directing a representation vote, had made no decision on the application for certification, and no final determination was reached on whether certification should be granted to the Steelworkers union.

In appealing this decision, the Mine, Mill Workers Union relied on one ground for invoking the writ, namely, that a member of the Board, one Baskin, was a paid official of the United Steelworkers of America, i.e., their international representative, and that he sat with the other members of the Board on hearings of the application and that he sat with them when they considered the merits of the application and directed a representation vote to be taken.

The affidavit of the Chairman of the Labour Relations Board stated that, at the opening of the hearings, he announced that Mr. Baskin had disqualified himself, and would not participate in the deliberations or decisions of the Board, but that he was sitting with the Board as a matter of Board policy. Further, the affidavits of the Chairman of the Board disclosed that Mr. Baskin was physically present at the private sessions from which the parties were excluded, but that he took no part in the deliberations and determination of the Board, and was a mere silent observer.

In the opinion of Mr. Justice Davey (who rendered the judgment of the Court of Appeal) Mr. Baskin's relationship to the international union, the United Steelworkers of America, was such as to disqualify him from sitting on the application by Local 2952 of that union for certification, and that he acted quite properly in disqualifying himself. Further, Mr. Justice Davey stated that it was clear that the Board must act in a judicial manner in deciding applications for certification, and if it is alleged that it did not do so, the proceedings and the resulting decision are reviewable upon *certiorari.*

According to the statement made by the Chairman of the Board, Mr. Baskin did not sit as a member of the Board and took no part in making the Board's decision. Although it was unwise for Mr. Baskin to remain seated with other members of the Board after the Chairman's declaration, Mr. Justice Davey did not think that his presence would necessarily constitute participation in the Board's proceedings. But no case was cited which would indicate that such a declaration by the Chairman has been held to be sufficient to dissociate such an interested member from the tribunal's decision when that member retired with the other members and remained with them while they discussed and made their decision, even though the evidence showed that the interested member took no part in the deliberations but was a mere silent observer.

In Mr. Justice Daveys' opinion, the declaration and the affidavits of the Chairman and Mr. Baskin were insufficient in law to remove the appearance of bias and prejudice created by Mr. Baskin's sitting with the Board in its open and deliberative sessions, especially since his mere presence, when the representatives of Mine, Mill Workers were excluded, gave the Steelworkers some intangible but important advantages denied to the Mine, Mill union.

In his opinion, people interested and the public generally ought not to be placed in a position where they are obliged to rely upon assurances of members of a tribunal that an interested member, physically sitting with the tribunal, did not use his position and the opportunity to influence the decision of the tribunal. In this respect, in *Rex v. Sussex*

J. J., Ex parte McCarthy (1924) 1 KB 256, Lord Hewart stated (at p. 259):

> The answer to that question depends not upon what actually was done but upon what might appear to be done. Nothing is to be done which creates even a suspicion that there has been an improper interference with the course of justice.

According to Mr. Justice Davey, a reasonable person might properly ask himself why Mr. Baskin accompanied the other members when they discussed their decision if he did not intend to participate in their discussions or hope to influence their decisions. Although Mr. Justice Davey accepted without reservation the evidence of the Chairman of the Board, and of Mr Baskin, that the latter did not participate in or influence decisions of the Board, he feared that some officers and members of the Mine, Mill union, and those employees in the unit who wanted the Mine, Mill union to represent them, and some of the more skeptical members of the public would be less ready to do so. He had no doubt that some were convinced that Mr. Baskin exercised real influence over the decisions of the Board and his conduct provided reasonable grounds for that belief.

Then Mr. Justice Davey added:

> The ability of the board to act effectively depends upon the confidence of labour and management and the public generally in its fairness and impartiality. It ought to permit nothing that will, in the eyes of reasonable men, impair that confidence. In my respectful opinion, allowing Mr. Baskin to sit with the other members on the hearing and during the formulation of their decisions was a great impropriety, because it was likely to have that effect.

The other point considered by Mr. Justice Davey was the ground upon which the trial judge dismissed the Mine, Mill Workers application for a writ of *certiorari* to quash the decision of the Board to take a representation vote, namely, that such decision was not capable of being reviewed and quashed on *certiorari* because it was not a final decision or disposition of the application for certification. The Steelworkers union submitted that the final decision was the actual certification or refusal to certify and, relying on several judgments, argued that *certiorari* lies only in respect of adjudications or decisions that finally determine the matter.

For the purposes of the appeal at bar, Mr. Justice Davey assumed that the writ of *certiorari* is applicable only in respect of an adjudication or decision of a tribunal upon the merits of the matter before it, as opposed to a purely procedural ruling that does not touch the merits. Admitting that there is language in the authorities to support the submission that the writ will lie only in respect of the final adjudication at the end of a matter, he was unable to accept it as authority that the writ will only lie in respect of the adjudication or decision by which the tribunal completes a matter and becomes *functus* (having discharged its task).

Statutory boards and tribunals whose proceedings are subject to review by a writ of *certiorari* take forms and employ procedures that on occasion are far removed from courts and court proceedings. Consequently, the analogy of the distinction made by the courts between final and interlocutory judgments will not serve as a universal test of what decisions or adjudications of these extra-curial bodies are amenable to a writ of *certiorari*.

Further, Mr. Justice Davey added that the writ of *certiorari* may be invoked to quash any decision or adjudication of such a board or tribunal touching the merits of the matter before it and affecting the rights of the parties in relation thereto, even though it may not be the decision or adjudication by which the Board completes the specific matter, provided, of course, that in other respects the decision is subject to review by the writ. In his view, the direction that a representation vote be taken was such a decision.

In *Re Labour Relations Board; Re Bakery and Confectionary Workers' Int. Union of America, Local 468* (L.G. 1962, p. 857), the British Columbia Court of Appeal pointed out that the direction that a representation vote be taken turns the course of the inquiry and changes the essential conditions upon which certification depends. Under the B.C. Labour Relations Act, if the Board directs a representation vote, it must grant or refuse certification in accordance with the wishes of the employees at the time of the vote, as expressed by the ballots. That may result in certification of a union that did not have at the time of application a majority of the employees as members in good standing, or refusal of certification to a union that did have such a majority at the time of application.

In the case at bar, the Board ordered that a representation vote be taken and allowed the employees to decide whether they wanted the Steelworkers union to be their bargaining representative, instead of the Board's deciding that question itself. The direction that a representation vote be held was not only an order, but it was an order changing the basis upon which the application should be decided, and materially affected the rights of the parties in the subject matter of the application. It was no mere procedural step; it was a decision or adjudication reviewable upon *certiorari*, notwithstanding that it still

remained for the Board to certify or refuse to certify in accordance with the result of the vote.

In the result, the appeal was allowed, the direction that a representation vote be taken was quashed, and the application for certification was remitted to the Board, when properly constituted, to be considered all over again. *Re Labour Relations Board; International Union of Mine, Mill and Smelter Workers, Local 1011 v. United Steel Workers of America, Local 2952 and Labour Relations Board* (1964) 48 W.W.R., Part 1, p. 15.

Recent Regulations under Provincial Legislation

New Brunswick issues five new minimum wage orders. B.C. increases minimum wage of stationary steam engineers

In New Brunswick, five new minimum wage orders were issued, extending coverage to virtually all employees in the province except those in agriculture and fishing.

The new orders set a minimum wage of $1.05 an hour for employees in construction, mining, primary transportation, logging and forest operations and sawmills. The minimum is 75 cents in wholesale and retail trade, manufacturing and food processing; and 65 cents in the service industries, with provision for a 5-cent increase on July 1.

In British Columbia, the minimum wage for certified stationary steam engineers was increased to $2 an hour.

British Columbia Male Minimum Wage Act

In British Columbia, a new order of the Board of Industrial Relations increased the minimum wage for stationary steam engineers from 90 cents to $2 an hour.

The $2-an-hour rate applies to all stationary engineers with a certificate of competency under the Boiler and Pressure Vessel Act who are in charge of a steam boiler, except janitor-engineers in apartment buildings or persons employed in a supervisory or managerial capacity who are exempt from the Hours of Work Act.

The new minimum for boiler operators or for stationary engineers employed in a plant that does not require a certificate of competency is $1.50 an hour.

The usual exception is made for an apprentice or handicapped or part-time worker with a special authorization from the Board. Such a person must be paid the rate specified in the permit.

The overtime requirement has been brought into line with the standard set in most orders issued in the last two years. Time and one-half the regular rate must be paid for all hours in excess of 8 in the day and 40 in the week. If hours are averaged over an agreed period, the premium rate must be paid for all hours worked in excess of a weekly average of 40 hours.

The new order also contains a daily guarantee provision similar to that in most British Columbia minimum wage orders, as well as the customary general provisions respecting semi-monthly pay, the posting of orders and shifts and the keeping of records.

The new order, B.C. Reg. 194/64, was gazetted on October 15 and went into force on January 2.

New Brunswick Minimum Wage Act

The New Brunswick Minimum Wage Board has issued five new minimum wage orders, effective from January 1, 1965, that are the equivalent of a general minimum wage order, since together they cover all industries in the province except agriculture and fishing. They apply to both male and female workers. Under earlier orders, now replaced, general coverage was provided for female employees; but with regard to male workers, only those engaged in certain industries (logging and sawmills, the garment industry, and the canning or processing of fish, vegetables or fruits) were subject to a minimum wage.

The coverage of the orders and minimum rates set are as follows:

Order No. 1—Construction, Mining and Primary Transportation—$1.05 an hour;

Order No. 2—Logging and Forest Operations, Sawmills and Related Enterprises—$1.05 an hour;

Order No. 3—Wholesale and Retail Trade, and Manufacturing—75 cents an hour, January 1, 1965; 80 cents an hour, July 1, 1965;

Order No. 4—Food Processing—75 cents an hour, January 1, 1965; 80 cents an hour, July 1, 1965;

Order No. 5—Service Industries—65 cents an hour, January 1, 1965; 70 cents an hour, July 1, 1965.

As already indicated, for the first time the orders set minimum rates for many workers. No change was made in the rate set for workers in logging and sawmills. For other employees previously covered, the orders provide from January 1, 1965 an increase of either 10 or 15 cents an hour in their minimum rate. The rates for workers in manufacturing, wholesale and retail trade, food processing and the service industries will be

further increased by a 5-cent increment on July 1, 1965. The orders are to be reviewed annually.

All the orders except the order for the service industries permit an employer to pay employees with less than three months experience in the industry (referred to as "apprentices"), and handicapped workers, 10 cents an hour less than the established minimum rate; but not more than 20 per cent of the employees of an employer may be paid at the lower rate. Casual employees in the food processing industry may be hired for a period of 16 weeks at the same minimum rate, and they are not subject to the 20-per-cent quota fixed for apprentices and handicapped workers.

The order for logging and sawmills sets the minimum rate for time workers on the basis of a 9-hour day and a 54-hour week. In the food processing industry, the minimum rate applies to a work week of 54 hours or less. In the other three orders, the minimum rate is set for a work week of 48 hours or less. The minimum overtime rate payable for time worked in excess of 48 or 54 hours in a week, as the case may be, is one and one-half times the minimum rate.

A more detailed description of each order follows.

Construction, Mining and Primary Transportation—Order No. 1 applies to the construction and mining industries and to primary transportation, all of which industries are broadly defined.

The term "construction industry" covers any type of construction, whether above or below the surface of the earth; and it includes erection, demolition, repair, remodelling, decoration or alteration of a building, road or structure, and the installation or removal of equipment and any other stationary furnishings and fixtures.

"Mining" includes any work in or about a metallurgical works, mine or quarry.

"Primary transportation" covers all operations in or incidental to the transport for reward of persons or goods by any means whatever, but does not apply to employees in the wholesale or retail trade engaged in transporting goods or merchandise within a radius of 10 miles from the employer's place of business.

The minimum wage rate set for workers in these industries is the same as that which had been set earlier for logging and sawmills—$1.05 an hour. A minimum rate of 95 cents an hour may be paid to an employee during his first three months of employment in the industry, or to a handicapped worker, provided that not more than 20 per cent of an employer's work force receive this rate.

The minimum rate applies to weekly hours of 48 or less. For any time worked in excess of 48 hours in a week, time and one-half the minimum rate must be paid.

Employees may not be charged more than $1.65 a day for board and lodging, or more than 55 cents for a single meal.

Logging and Forest Operations, Sawmills and Related Enterprises—Order No. 2 is a consolidation, with some changes, of three previous orders. The principal change is the insertion of a provision permitting apprentices and handicapped persons to be paid 10 cents an hour less than the established minimum rate.

For purposes of the order, "logging operations", include cutting, transportation, and loading of wood on boats or railway cars, and the barking or slashing of wood before loading on such boats or cars.

"Forest operations" cover a wide range of related activities, including such works as forest clearing for construction of roads, dams, etc.; construction and maintenance of roads, etc.; dams, piers, loading and driving facilities; forest improvement; reforestation; log and pulpwood driving; forest fire protective operations; and caterers, contractors or subcontractors, and intermediaries employed for the benefit of any forest operation.

"Sawmills and related enterprises" include, besides the business of operating a sawmill, or sash, door and planing mills; box, basket and crate mills; hardwood flooring mills; veneer and plywood mills; and other wood-using industries.

The order covers practically all employees in these industries. The only classes excluded are persons employed in an emergency to fight forest fires, persons employed in tree planting, and employees employed four hours or less per day or 24 hours or less per week.

For time workers, the hours of work for which the $1.05 an hour minimum rate must be paid are 9 in a day and 54 in a week. Apprentices in their first three months of employment and handicapped workers may be paid 95 cents an hour. As in other orders, the number of workers in these two categories may not exceed 20 per cent of the workers employed by the employer.

For all time worked in excess of 54 hours in a week, time and one-half the minimum rate must be paid.

No daily or weekly hours are fixed for pieceworkers. They must be paid not less than $1.05 an hour for the total hours they actually work, and are not entitled to overtime pay.

Special minimum rates of $46 a week *or* $200 a month are set for certain categories of workers who have no normal work week,

or whose hours of work are unverifiable. These include: camp, gate and dam guardians; cooks and kitchen employees; stablemen; fire rangers and wardens; watchmen; scalers and assistant scalers; assistant foremen; cut inspectors; and clerks. Employees with no regular work week, or whose hours of work are unverifiable, are not entitled to overtime. The order stipulates, however, that, with respect to these workers and to pieceworkers, the Minimum Employment Standards Act must be observed. The effect of this is to require employers to give these employees a day of rest each week.

All employees in the logging and sawmill industries must be paid their wages at least once a month.

An employer may not charge an employee more than $1.65 a day for board and lodging. The maximum charge for a single meal is 55 cents.

Wholesale and Retail Trade and Manufacturing—Order No. 3 applies to wholesale and retail trade, and manufacturing. In these industries the minimum rate of wages that an employer may pay to an employee for 48 hours of work or less in a week is 75 cents an hour, effective from January 1, 1965. From July 1, 1965, the minimum rate will rise to 80 cents an hour.

An employer may pay an apprentice for a period of three months, or a handicapped worker, a minimum rate of 65 cent an hour (70 cents from July 1, 1965), subject to the condition that not more than 20 per cent of his employees may be paid at that rate.

For time worked in excess of 48 hours in a week, time and one-half the minimum rate must be paid.

Food Processing—Order No. 4 applies to food processing, which is defined to mean the canning, packing and processing of food for human and animal consumption. Included are slaughtering, meat processing, poultry and fish processing, fruit and vegetable canning and preserving, the manufacture of cheese, cereals, vegetable oil, biscuits, confectionery and soft drinks, and the operations of grain mills, flour mills, bakeries, dairies, wineries and all other establishments primarily engaged in the manufacturing of food or food preparatories.

This order sets the same minimum rates as the order for manufacturing and wholesale and retail trade, i.e., 75 cents an hour, increasing to 80 cents an hour on July 1, 1965. The hours to which such minimum rates are applicable are, however, 54 or less in a week, compared to 48 hours or less in Order No. 3. In these industries, the overtime rate of time and one-half the minimum rate is payable after 54 hours in a week.

The order takes into account the fact that temporary workers may be hired for seasonal rush periods. It enables an employer to pay casual employees for a period of 16 weeks on the same basis as apprentices and handicapped persons, i.e., at 10 cents an hour less than the established rate. Casual workers need not be included in the 20 per cent quota imposed on the employer with regard to the payment of the lower rate.

Service Industries—Order No. 5 applies to all employees and employers engaged in the service industries.

This grouping is all-inclusive, applying to an industry or establishment engaged in providing services. Enumerated in the order are the following: the operation of hotels, motels, inns, tourist cabins, tourist homes, restaurants, lodging houses, residential clubs, hospitals, nursing homes, homes for the aged; religious, charitable and educational institutions; theatres, taverns, bowling alleys, billiard parlours and any other establishment primarily engaged in providing amusement by games or devices; shoe repair shops, barber shops, beauty shops, laundries, dry cleaning establishments, funeral homes, photographic shops, golf clubs, blacksmith shops, welding shops, service stations, garages, miscellaneous repair shops; establishments providing janitor and cleaning services, dress making services, taxi services, service to buildings or dwellings, personal services and any other establishment engaged in providing services.

Under the earlier orders, no minimum rates were set for workers in hospitals, nursing homes; and religious, charitable and educational institutions.

For the service industries the minimum rate is 65 cents an hour, applicable to a work week of 48 hours or less. This rate will increase to 70 cents on July 1, 1965. Employees in nursing homes for the aged are exempted from the order until July 1, 1965.

In this order no provision is made for a lower rate for apprentices or handicapped workers.

Time and one-half the minimum rate is payable for work done after 48 hours in a week.

The maximum rate that an employer may charge an employee in a service industry for board and lodging is $8 a week ($6 for board only, $2 for lodging only). Not more than 30 cents may be charged for a single meal. These rates are the same as were heretofore fixed for women workers under the earlier order governing the hotel and catering industry.

Monthly Report on Operation of the Unemployment Insurance Act

Total of claimants for benefit on October 30 was 40,000 more than that a month earlier but 4,000 less than that one year earlier. Male claimants account for bulk of month's increase

Claimants for unemployment insurance benefit totalled 214,500 on October 30, 1964, compared with 173,600 on September 30 and 218,900 on October 31, 1963.

The bulk of the 40,000 increase over the September 30 total occurred among male claimants, reflecting layoffs in the durable goods sector of manufacturing, particularly in the automotive industry.

Despite the increase of 34,000 among male claimants during the month, the total of 138,800 was approximately 5,000 below that for October 1963. The female count, 75,700 on October 30, was 7,000 greater than on September 30 but unchanged from October 1963.

Males comprised 72 per cent of persons on claim for one to four weeks as of October 30 and 56 per cent of those on continuous claim for five weeks or more.

Initial and Renewal Claims

A total of 120,900 initial and renewal claims were filed during October, compared with 85,800 in September and 126,200 in October 1963.

Some 95 per cent of these claims represented new cases of unemployment; the balance came from persons seeking to re-establish credits after terminating benefit.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries during October was estimated at 127,300, compared with 128,200 in September and 148,800 in October 1963.

Benefit payments totalled $12,800,000 in October, virtually unchanged from September and down $1,200,000 from the October 1963 total of $14,000,000.

The average weekly payment was $24.03 for October, $23.75 for September and $23.51 for October 1963. Increased average payments for October reflect the higher earnings of a significant segment of the persons coming on claim during the month.

Insurance Registrations

On October 31, insurance books or contribution cards had been issued to 4,798,712 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1964.

On the same date, registered employers numbered 340,775, an increase of 261 since September 30.

Enforcement Statistics

During October, 9,217 investigations were conducted by enforcement officers across Canada. Of these, 6,138 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 435 were miscellaneous investigations. The remaining 2,644 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions began in 190 cases,* 87 against employers and 103 against claimants. Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 780.*

Provincial Data

All provinces contributed to the higher claimant level on October 30, but the largest increases occurred in Newfoundland and Ontario, where totals were one-third higher than on September 30. In all other provinces, totals were at least 10 per cent higher, with the exception of Alberta, where the total was virtually unchanged.

Layoffs resulting from the automotive workers' strike in the United States accounted for the increased number of claimants in Ontario.

Unemployment Insurance Fund

Revenue received by the Unemployment Fund in October totalled $31,759,105.34, compared with $31,798,891.53 in September and $30,963,087.46 in October 1963.

*These do not necessarily relate to the investigations conducted during this period.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Benefits paid in October totalled $12,841,420.06, compared with $12,791,963.89 in September and $13,989,451.92 in October 1963.

The balance of the Fund on October 31 was $56,750,970.82. On September 30 there was a balance of $37,833,285.54; on October 31, 1963, a balance of $41,265,044.22.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2406, August 24, 1964

(Translation)

Summary of the Main Facts: The claimant filed an initial application for benefit on December 11, 1963. He said he lived in St. R—, a village in a country district of the area served by the S—local office of the Unemployment Insurance Commission.

The claimant declared that he had worked last as a labourer for Mr. Jean— from April 22 to December 6, 1963, that he had been laid off because of work shortage and that he had been unemployed since December 6. He answered "no" when asked whether or not he was working or in business at the moment.

The weekly reports he submitted later have shown that he had not worked a whole working week in any employment and his weekly earnings were $12. These earnings did not in any way affect the payment of benefits, because the amount of his allowable earnings was $12. He gave no change of address.

During an investigation on February 4, 1964, the claimant stated that ever since December 11, 1963, when he had filed his application for benefit, he had been working for Mr. Jean— from 7 a.m. to 9 p.m. every weekday except Saturday, when he worked from 7 a.m. to 5 p.m., and Sunday, which is his holiday, at a service station at B—.

Moreover, he declared: "I receive only $12 per week for my services, the amount agreed upon with Mr. Jean—, since this is the amount I am permitted to earn while receiving benefits. I live in B— and I come back to my parents' home every weekend. Since my family can always reach me, I did not think it was necessary for me to report a change of address. I am always available for work." B— is a village situated in the area served by the M— local office of the Commission, and is part of an important industrial district.

The claimant's employer confirmed that the hours of work were as the claimant had said and that the $12 salary had been agreed upon for the reason that it was the weekly allowable earnings of the claimant. He added that, while working at the service station, the claimant was learning how to weld.

The insurance officer disqualified the claimant and suspended benefit from December 8, 1963, on the grounds that he had not proved he had been unemployed, within the meaning of the Act, since the filing of his claim, and that he had not filed his application in such form as required by the Act, as he had not mentioned his change of residence.

The claimant appealed to the board of referees and stated that he had a right to receive benefit because he does not receive more than $12 a week in salary and he spends the greater part of the day learning electric and gas welding.

The claimant was neither present nor represented at the hearing of his case on April 22, 1964. The board of referees found that after having filed his application for benefit, the claimant had kept on working at Mr. Jean's service station on regular hours, every weekday, that is to say from 7 a.m. till 9 p.m. except on Saturday, when he finishes at 5 p.m. The board furthermore recognized that the claimant's salary had been set at $12 per week upon an agreement with the employer as this represented the allowable weekly earnings for the claimant.

The board granted the claimant's appeal, even though he had moved to another locality without notifying the local office, on the grounds that the claimant had been available for work at any job and, in fact, had found another job on February 24, 1964, and that his job at the service station was rather an accommodation, considering that the claimant wanted to learn welding. As for the change of address of the claimant, the board considered that the claimant could always be notified through his family.

The insurance officer's appeal, dated June 17, 1964, reads:

The board of referees erred when they decided that the claimant had been unemployed during the aforesaid period and that he had filed his application in the prescribed manner.

The claimant, who worked full time at a service station, was working a full working week as defined by Regulation 155(2) and, consequently, he was not "unemployed" as defined by section 57(1) of the Act. The amount of salary is not a relevant factor in the determination of a full working week. The claimant was at work more than 70 hours a week, which is certainly not less than a full working week under Section 57(1) of the Act and Regulation 155(2). In a similar case, the Umpire decided that the claimant who "had spent practically all his time

in a garage, up to 7 or 8 hours a day, six days a week," had worked a full working week and, therefore, had not been unemployed during these weeks, within the meaning of the Act (CUB 1592).

The fact the claimant may have been interested in getting another job is not a pertinent factor because it does not modify in any way the fact that the claimant was working full time. To be available for work and to be unemployed are two different conditions required by the Act, and the fact that a claimant fulfils one of the conditions does not imply that he meets the requirements of the other. In similar cases, the Umpire ruled that the fact that a claimant considers himself available for work does not mean that he is to be considered unemployed, and that the determining factor is rather the extent of the work (CUBs 1785 [L.G. 1961, p. 63], 2012 and 1592).

Furthermore the fact that the claimant's job gave him the opportunity to learn welding and to receive training while working may be a valuable asset for him, but this does not alter the fact that he was fully employed and working a full working week. The instruction and training of workers are a current practice in various occupations and form part of the work. To pay benefit under these circumstances would be to use the Unemployment Insurance Fund to subsidize an employer.

The claimant's weekly reports contained a specific statement concerning his change of address. The claimant mentioned no change of address in his weekly reports for the aforementioned weeks and thus did not file his application in the prescribed manner. In similar cases, the Umpire ruled that a claimant who does not notify the local office of a change of address as he should do in his weekly reports does not file his continuing claims in the prescribed manner (CUBs 1905, 1972 and 2231), particularly when his new address is in a large district where he can register for work, which may improve his changes of securing employment (CUB 2231).

For these reasons, we respectfully submit that the board of referees' decision be rescinded.

Considerations and Conclusions: The grounds of appeal of the insurance officer clearly show how and why the conclusions of the board of referees are contrary to those which, according to the evidence contained in the record, the said board should have reached to decide the case in accordance with the provisions of the Act and the Regulations and also with the jurisprudence established by the Umpire in several similar cases.

As I agree with the grounds of appeal of the insurance officer, I decide to allow the appeal.

Decision CUB 2412, August 25, 1964

Summary of the Main Facts: On February 3, 1964, the claimant filed a renewal application for benefit and stated that she had worked as a weaver from August 27, 1963, to January 31, 1964. Her reason for separation reads:

I was laid off—shortage of work on my looms. I could have gone on the night shift, but I feel I shouldn't leave my children alone in the evening. My husband isn't well enough to assume the responsibilities. My married daughter, Mrs. T—, is still my babysitter. I expect a recall in about two weeks—available subject to recall.

On February 5, 1964, Mrs. T— completed a certificate regarding child care (Form UIC 461B), in which she confirmed that she had agreed to care for the claimant's children during any period the claimant was working.

On February 11, the local office wrote to the employer and asked if the claimant had been advised, when hired, that shift work would be involved. The employer's reply of February 12, reads:

[Claimant] works in our conventional loom department when work is available. When work became slack she was offered work in our high speed weaving department, which usually runs on two shifts; before the second shift was started the situation was discussed with all employees concerned, and the Union, and there was no indication that any of the employees could not rotate shifts. When [claimant] could not report for night shift work it was necessary for us to hire a new employee for this job as there is a good backlog of orders in this department.

The insurance officer disqualified the claimant and suspended benefit from February 2 to February 22, 1964, inclusive, on the ground that she was reponsible for losing her employment with the aforementioned employer on January 31 and was, therefore, considered to have left this employment voluntarily, without just cause (section 60(1) of the Act). The insurance officer reduced the period of disqualification to three weeks in view of the domestic circumstances involved.

The claimant appealed to a board of referees on March 11 and stated: "My appeal will be based on a change by my employer of an established pattern of work hours . . . I am now back at work . . ."

The unanimous decision of the board of referees, which heard the case on April 2, reads in part:

The claimant was not present at the hearing but was represented by [union representative], who gave oral evidence that the claimant was a weaver on the wide looms, for which work, for the day shift, had run out. The claimant had seven years seniority at the same firm, and had the opportunity of bumping an employee on the night shift and be employed during the period of slackness in the daytime. [The representative] explained that the claimant could not adjust her domestic circumstances and felt that she had established her pattern of work hours for daytime only, and should not necessarily be required to work on the night shift.

The board of referees dismissed the appeal on the grounds that the claimant was responsible for losing her employment on January 31, which was tantamount to a voluntary separation without just cause, and that she should have adjusted her domestic circumstances to conform with the requirements of the work available during the temporary period involved.

The Textile Workers Union of America appealed to the Umpire on May 19. The appeal reads:

The claimant had seven years seniority in the conventional loom department; this is a steady day-work operation. Due to increased activity in the high speed weaving department, the Company and Union had agreed to a second shift in this department for a period of 2-3 months. Contrary to company statement, this department does not usually run two shifts; the second shift was put on specifically for the period stated above.

When claimant was laid off due to a cut-back in her regular job (conventional loom department), her seniority gave her the privilege of bumping on the second shift in the high speed weaving department mentioned above. Claimant declined the offer as she could not make baby-sitting arrangements, on such short notice, to work night shift. The layoff in the conventional loom department lasted two weeks and claimant was recalled to work.

Claimant had established a pattern of seven years steady day work. We recognize that after a lengthy period of unemployment claimant would be required to make necessary adjustments, but two weeks can hardly be considered a lengthy period of unemployment. We suggest the board of referees erred in failing to give sufficient weight to the claimant's established work pattern.

In a statement of observations for consideration by the Umpire, the Chief of the Adjudication Division of the Unemployment Insurance Commission said:

It is clear from the evidence that the claimant could have continued working for her employer at the time of her separation on January 31, 1964. Her only reason for not working at that time appears to have been due to her inability to meet the new working hours. It seems to be established, therefore, that she voluntarily left her employment.

While the claimant may have good personal reasons for declining to change her working hours, these must be considered distinct from her contract of service, which gave her the right to continue to work for the employer in this new capacity.

The appellant makes reference to the short notice which the claimant received to work the new shift. While there is nothing to indicate how much advance notification the claimant was given, nevertheless the evidence shows that there were some prior negotiations between the company, the union and the employees concerning the second shift.

The board of referees, after assessing the evidence in this case and hearing the claimant's union representative, decided that the claimant had not established just cause for voluntarily leaving her employment and it is respectfully submitted that such decision should be upheld.

Included in the record is a letter from the Union dated June 9, 1964, containing observations for consideration by the Umpire and a request for an oral hearing. The letter reads:

. . . The claimant's contract of employment was for steady day work. This was the pattern for the seven years that she had been employed with the S— Company at the time of lay-off. A requirement to go on shift work would be, in our estimation, a breach of contract. Based on this pattern of work the claimant had organized her family commitments accordingly and it was quite impossible for her to change these arrangements on such a short notice and for such a short period of time.

Secondly, the lay-off was estimated to be of a short duration and actually lasted two weeks, at which time claimant was recalled to work at her regular job and her regular day-shift hours . . . .

Considerations and Conclusions: There is much merit in the observations which were submitted by the Union in its letter dated June 9, 1964, and I feel that, in the light of the particular circumstances of this case, those observations are justified by the evidence contained in the record.

I consequently decide to allow the union's appeal.

Industrial Fatalities

(*Continued from page 35*)

Forty-five fatalities were in the category of being caught in, or between; most of them involved tractors, loadmobiles, machinery, belts, pulleys, chains, lines, automobiles, trucks, etc.

Twenty fatalities were caused by electric current.

The remaining 44 fatalities were distributed as follows: 18 were the result of inhalations, absorptions, asphyxiations and industrial diseases; 15 were caused by conflagrations, temperature extremes and explosions; 10 were under the heading of miscellaneous accidents and 1 was the result of over-exertion.

By province of occurrence, the largest number of fatalities, 112, was in Ontario. In British Columbia there were 71, in Quebec 50, and in Alberta 24.

During the quarter, there were 117 fatalities each in July and August, and 97 in September.

Monthly Report of Placement Operations of the National Employment Service

November total of placements largest for the month since 1945 and almost 5 per cent above previous record, set in November 1962, and 27 per cent higher than average for past five years

During November, local offices of the National Employment Service reported 113,700 placements, the largest total for this month since 1945 and almost 5.0 per cent above the previous record in November 1962, and 27.1 per cent above the average for the month during the previous five years.

Regionally, the month's placements, with the percentage change from November 1963, were as follows:

Atlantic	8,000	+15.7
Quebec	44,400	+12.4
Ontario	36,000	+12.7
Prairie	16,300	+15.2
Pacific	9,100	+14.9
Canada	113,700*	+13.3

By far the greater part of the increase reflected the placement of workers in regular employment as distinguished from casual employment (duration not more than six working days). More than 75 per cent of November's placements were in the "regular" placement category; this was a continuation of a trend evident in recent months for an increasing proportion of total NES placements to be of this type.

The number of placements made during the first 11 months of the year reached 1,123,900, a number 4.7 per cent higher than in the corresponding period of 1963, and the second highest since 1945.

Male placements during November numbered 82,900, compared with 73,100 a year ago. All regions shared in the increase, although the greater part occurred in the Quebec, Ontario and Prairie Regions.

In the Quebec Region the effect of the Winter Works Incentive Program was particularly noticeable, and there was a strong demand for workers in government service. In the Ontario Region a major part of the increase was in placements in manufacturing industries, and in the Prairie Region the increase reflected a high level of activity in the construction industry as well as in manufacturing industries connected with construction and with projects undertaken under the Winter Works Incentive Program.

The cumulative total of male placements for the 11-month period, at 769,200, was 6.2 per cent higher than in the comparable period in 1963.

Female placements during November totalled 30,700, an increase of 3,500 over the same period in 1963. Although all regions reported more placements this year, more than 55 per cent of the increase was in the Quebec Region. The national total of female placements during the January-November period was 1.7 per cent higher than for the corresponding months in 1963, notwithstanding small decreases in both the Quebec and Ontario Regions.

Some 3,300 placements in November required the movement of workers from one area to another. This was 2.9 per cent of all placements made compared with 3.8 per cent in November a year ago. In all, there were some 500 fewer transfers this year; the decrease was principally due to a reduction in the movement of male workers (down by 400 from the previous year). This, in turn, reflected a decrease in such movements in the Quebec Region—particularly in the forestry industry.

Employers notified NES local offices of 155,000 vacancies during November, an increase of 19.5 per cent over the same month in 1963 and 38.2 per cent above the average for November during the previous five years. All regions reported an increased number of vacancies compared with November 1963 for both male and female workers. The total for men amounted to 109,300, an increase of 21.1 per cent, and for women, 45,600, an increase of 15.8 per cent from the previous November.

The cumulative total of vacancies notified to NES offices during January-November inclusive was 1,441,900, which was 7.7 per cent above the number for the corresponding 11 months of 1963 and the second highest total for this period since 1947.

*Imbalances in national or regional cumulative and monthly totals are due to rounding.

Wage Schedules Prepared and Contracts Awarded in November

Works of Construction, Remodelling, Repair or Demolition

During November, the Department of Labour prepared 283 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 156 contracts in these categories was awarded. Particulars of these contracts appear below. In addition, 168 contracts not listed in this report that contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and Defence Construction (1951) Limited; and the Departments of Defence Production, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in November for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Agriculture	1	$ 12,800.00
Defence Production	123	517,086.00
Post Office	1	3,779.00
Public Works	5	72,483.86
Royal Canadian Mounted Police	2	12,204.50
Transport	2	30,669.65

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Labour Standards Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made in November

During November, the sum of $1,419.10 was collected from four contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 111 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in November

DEPARTMENT OF AGRICULTURE

Fredericton N B: Weyman Construction Co Ltd, repair to the Office-Laboratory Bldg, Research Station. *St Jean Que:* Lord & Burnham Co Ltd, supply & erection of greenhouse. *Ottawa Ont:* Pillar Construction Ltd, erection of growth chambers & installation of equipment, plant growth chambers, CEF. *Brandon Man:* Jaska Construction Ltd, extension to research piggery. *Swift Current Sask:* Lord & Burnham Co Ltd, erection of greenhouses, Research Station. *Lethbridge Alta:* Lord & Burnham Co Ltd, supply & erection of greenhouse, Research Station; Reg Pearen Ltd, construction of St Mary Project, Waterton to Belly Main Canal.

ATOMIC ENERGY OF CANADA LIMITED

Chalk River Ont: John Kovacs, painting, MP Tandem Accelerator Bldg. *Whiteshell Man:* Carlson Decorating Co Ltd, painting, WR-1 Reactor, NRE.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Port Hawkesbury N S: Canso Excavators Ltd, site work & landscaping, Mortgage Insurance Fund Project. *Montreal Area Que:* R Wiedman & Son, snow removal, Blvd Pie IX Apts, Terrasse Belleville & Terrasse St Michel; Paysagiste Metropole Enrg, snow removal, St Georges Gardens & place Gouin: G Vernacohia, snow removal, La Domaine & Pavillon Mercier; G Ottoni, snow removal, Cloverdale Park & Delmar Court; G Ottoni, snow removal, Benny Farm, Park Royal & Place Benoit. *Notre Dame de Grace Que:* Beremi Construction Ltee, installation of laundry facilities, Benny Farm. *Pierrefonds Que:* Beremi Construction Ltee, installation of aluminum strips to windows, Cloverdale Park. *Winnipeg Man:* Shelmerdine Nurseries Ltd, planting trees & shrubs (F P 1/61).

In addition, this Corporation awarded 28 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Portage la Prairie Indian Agency Man: R E Turner, heating alterations, etc, Brandon IRS. *Hobbema Indian Agency Alta:* Stickel Plumbing & Heating Ltd, installation of water & sewer facilities in houses, Hobbema IR. *Lesser Slave Lake Indian Agency Alta:* Patry's Electric, electrification of houses, Wabasca (Bigstone) IR. *Stony-Sarcee Indian Agency Alta:* Reggin Roofing & Metal Works Ltd, installation of dishwashing unit, etc, Morley IRS; Reimer & Brunner Builders Ltd, construction of basements & porch additions for houses, Sarcee IR. *Kamloops Indian Agency B C:* Interior Contracting Co, construction of road, Quaaout IR. *Okanagan Indian Agency B C:* Moore & Son Well Drilling, construction of wells on various IRs.

DEFENCE CONSTRUCTION (1951) LIMITED

Summerside P E I: F W Jackson & Sons Ltd, interior painting of hangars Nos 3 & 4 & Bldg No 48, RCAF Station. *Cornwallis N S:* Roy V Germain Ltd, renewal of swimming pool piping system. *Chatham N B:* Froggett & van der Mout, interior painting of PMQs, RCAF Station. *St Jean Que:* Lagendyk & Co Ltd, interior painting of Bldg No 47, RCAF Station. *Valcartier Que:* General Structures Inc, application of metal roofs on bldgs, Camp. *Val D'Or Que:* Bedard-Girard Ltd, alterations to main power supply & station distribution, RCAF Station. *Camp Borden Ont:* Walker Painting & Decorating Co Ltd, interior painting of PMQs, RCAF Station. *North Bay Ont:* Windsor Painting Contractors Ltd, interior painting of PMQs, RCAF Station. *Petawawa Ont:* Joseph Downey & Son Painting Ltd, interior painting of PMQs, Camp. *Weston (Toronto) Ont:* Champagne Electric Ltd, rewiring of Bldg No 8. *Uplands Ont:* J W Havelin & Co Ltd, interior painting of PMQs, RCAF Station. *Winnipeg Man:* Brothan Painting Co Ltd, interior painting of Barrack Blocks Nos 62 & 63, RCAF

Station. *Moose Jaw Sask:* R S Klein Painters & Decorators Ltd, interior painting of Bldg No 80, RCAF Station. *Calgary Alta:* Quigley Decorating Ltd, interior painting of PMQs, Currie Barracks. *Cold Lake Alta:* Taylor Decorating Co Ltd, interior painting of bldgs, RCAF Station.

In addition, Defence Construction (1951) Limited awarded one contract containing the General Fair Wages Clause.

DEPARTMENT OF DEFENCE PRODUCTION

Goose Bay (Labr) Nfld: Parker Bros Ltd, painting of Bldgs Nos 33 and 37, RCAF Station. *Bedford N S:* Standard Construction Co Ltd, repairs to north jetty, RCN Magazine. *Moncton N B:* A N Clarke & Son Ltd, interior painting of PMQs, Area 5 Supply Depot, RCAF Station. *Clinton Ont:* Bathgate & Chapman, installation of air conditioning equipment, RCAF Station. *Ipperwash Ont:* Bernardo Marble, Terrazzo & Tile Ltd, laying quarry tile floor in Bldg No 51, Military Camp. *Kingston Ont:* Industrial Electrical Contractors Ltd, installation of fire alarm system, RMC. *London Ont:* John Duffy, renovations in Bldg No 30, 27 COD Workshop, Highbury Ave. *Oakville Ont:* E Hatcher & Son, interior painting of Annex No 2, Ortona Barracks. *Rockcliffe Ont:* Grimes Bros Ltd, installation of linoleum, RCAF Station. *St Catharines Ont:* Dominion Construction Co (Niagara) Ltd, repairs to windows & doors & exterior painting of Lake Street Armoury. *Toronto Ont:* Conrad-Rawlinson Ltd, painting of NSAWS sirens. *Moose Jaw Sask:* Moose Jaw Heating & Plumbing Co Ltd, supply & installation of air changing units, RCAF Station. *Esquimalt B C:* Farmer Construction Ltd, addition of lavatories, Bldg No 89, HMCS *Naden*. *Vancouver B C:* Continental Painters & Decorators Ltd, interior painting, 4050 West 4th Ave; Hugo Lantos Continental Painters & Decorators, interior painting of PMQs, South Jericho.

In addition, this Department awarded 51 contracts containing the General Fair Wages Clause.

NATIONAL HARBOURS BOARD

Montreal Que: Beaver Asphalt Paving Co Ltd, paving of wharf, Section 66; J H Dupuis Ltee, construction of transit shed, Section 67. *Vancouver B C:* Insul-Mastic & Building Products Ltd, reconditioning of shed walls, Ballantyne Pier.

DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

Mallorytown Landing Ont: Dodge Construction Co Ltd, construction of bathhouse & toilet bldg, St Lawrence Islands National Park. *Prince Albert National Park Sask:* Gordon H Brewster Construction Ltd, replacement of Clarke Creek Bridge on Narrows Road. *Kootenay National Park B C:* Cooper & Gibbard Electric Ltd, installation of underground primary power distribution, staff training area.

In addition, this Department awarded two contracts containing the General Fair Wages Clause.

POST OFFICE DEPARTMENT

This Department awarded three contracts containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

Toronto Ont: Brown Boveri (Canada) Ltd, supply & installation of centrifugal blowers & motors in main treatment plant; S McNally & Sons Ltd, construction of Elmcrest sanitary trunk sewer; Robert McAlpine Ltd, construction of Massey Creek sanitary trunk sewer; S McNally and Sons Ltd, construction of Highland Creek Village sanitary trunk sewer; Angotti Construction Co Ltd, construction of West Don sanitary trunk sewer. *Souris Man:* G J Foley Construction Co Ltd, construction of water pumping station, reservoir & water feeder mains. *Winnipeg Man:* Nelson River Construction, construction of Wolseley Ave relief sewer, Home St to Aubrey St.

DEPARTMENT OF PUBLIC WORKS

Baie Verte Nfld: Thistle & Sons Ltd, construction of RCMP detachment quarters. *Beau Bois Nfld:* Avalon Construction & Enrg Ltd, construction of breakwater. *Forrester's Point Nfld:* Pelley Enterprises Ltd, construction of breakwater-wharf. *Port Albert Nfld:* Guy Evleigh, construction of landing wharf. *Round Harbour Nfld:* Pelley Enterprises Ltd, wharf improvements. *St John's West Nfld:* Cameron Contracting Ltd, construction of Agricultural Research Laboratory. *Terra Nova National Park Nfld:* Davis Construction Ltd, supply & installation of guide fence, Eastport Road. *Winter House Nfld:* Pelley Enterprises Ltd, slipway construction. *Culloden N S:* Clare Construction Co Ltd, breakwater repairs. *Halifax N S:* Modern Building Cleaning Service of Canada Ltd, interior cleaning of North End Post Office; Blunden Supplies Ltd, alterations & additions, Immigration Bldg. *Parkers Cove N S:* David R W Robinson, repairs to east breakwater. *Petit de Grat N S:* Leonard Construction Co Ltd, construction of post office bldg. *North Sydney N S:* T C Gorman (Nova Scotia) Ltd, construction of

public wharf. *Sanford N S:* Bernard & Gerard Lombard, breakwater repairs. *Springhill N S:* Foundation Maritime Ltd, construction of Young Offenders' Institution. *Fredericton N B:* Weyman Construction Co Ltd, exterior renovation, Agriculture Research Station. *St George N B:* Fundy Contractors Ltd, installation of screenline, Post Office. *Chambly Que:* Ovila Fontaine, interior cleaning of new Post Office Bldg. *Champlain Que:* C Henri Bordeleau, repairs to protection works. *Gros Cacouna Que:* North Shore Construction Ltd, harbour development (phase I) roadway & breakwaters. *Miguasha Que:* La Fonderie de Lauzon Ltee, wharf improvements for ferry terminal. *Old Harry (MI) Que:* Turbide & Jomphe Enrg, harbour repairs & improvements. *Peribonka Que:* Ernest Boivin, breakwater extension. *Pointe-aux-Basques (Sept Iles) Que:* Continental Electrical Contracting Ltd, maintenance repairs to transit shed. *Quebec Que:* Giguere Transport Enr, snow removal from federal bldgs; Les Entreprises Lairet Ltd, renovations, Champlain Harbour Station. *Roberval Que:* Michel Simard, interior cleaning of federal bldg. *St Charles sur Richelieu Que:* Maurice Houle, construction of protection works. *St Fabien Que:* Georges Roy, wharf repairs. *St Luce Que:* Edouard DeChamplain, wharf repairs. *St Pascal Que:* Les Entreprises Lairet Ltd, repairs & alterations to federal bldg. *St Simon Que:* Gratien Gagnon, wharf repairs. *St Vallier Que:* Alphonse Mercier, construction of protection works. *St Vincent de Paul Que:* Jean Mailhot, modification to filtration plant, St Vincent de Paul Penitentiary. *Arnprior Ont:* Arnprior Decorators, painting of various bldgs, Civil Defence College. *Cochrane Ont:* Earl Toal, interior cleaning of federal bldg. *Cornwall Ont:* John Entwistle Construction Ltd, installation of lighting system for public wharf. *Etobicoke Ont:* Woodings Cleaning Service, interior cleaning of Post Office Bldg. *Guelph Ont:* Artifex Construction Ltd, alterations to Dominion Public Bldg. *Ottawa Ont:* Beaudoin Construction Ltd, installation of metal partitioning, Dominion Bureau of Statistics, Tunney's Pasture; A Lanctot Construction Co, installation of sawdust disposal syster, Forest Products Laboratory; Otis Elevator Company Ltd, elevator modernization, Jackson Bldg; Sanco Ltd, interior cleaning of Justice Building & Annex; Atlas Building Cleaning Co, interior cleaning, etc, Dominion Bureau of Statistics, Tunney's Pasture; Beaudoin Construction Ltd, general alterations to Trade & Commerce Bldg; A Lanctot Construction Co, alterations to transit room, Dominion Observatory; A Lanctot Construction Ltd, addition & alterations to Standards Bldg, Tunney's Pasture. *Penetanguishene Ont:* B Zaitz Construction & Marine, installation of steel boom. *Port Credit Ont:* Anchor Construction, additional sanitary facilities, Marine Terminal. *Sinclair Cove Ont:* Nipissing Construction Co Ltd, wharf construction. *Toronto Ont:* Taymouth Industries Ltd, alterations & installation of moveable metal partitions for Dept of National Revenue, Income Tax Division, MacKenzie Bldg; Raney Brady McCloy Ltd, alterations to canteen facilities, RCMP "O" Division Headquarters, 3 Sullivan St. *Willowdale Ont:* Great Lakes Machinery, installation of mail handling conveyor & lighting alterations, federal bldg. *Fort Churchill Man:* Wright's Decorating Ltd, interior painting of PMQs. *Selkirk Man:* Triple L Construction Co, construction of office warehouse bldg for Depts of Public Works & Transport. *Regina Sask:* Westeel Products Ltd, roofing repairs, new Post Office Bldg. *Calgary Alta:* Adby Demolition Co Ltd, demolition & removal of bldgs from new UIC/DVA Bldg site. *Glacier National Park B C:* Tollestrup Construction Co Ltd, grading, paving & storm sewers, camp ground area. *Nanaimo B C:* Greenlees Piledriving Co Ltd, harbour improvements (phase 11) extension. *Prince Rupert B C:* D E Guyatt Co Ltd, replacing poles & substation structures for Dept of National Health & Welfare, Miller Bay Indian Hospital. *Quathiaski Cove B C:* John Laing & Son (Canada) Ltd, construction of wharves & floats for boat harbour (phase B). *Rossland B C:* Roland J Migneault, interior cleaning of federal bldg. *Yuculta Landing B C:* Ed Sawchuck Contracting Co Ltd, float extension. *Whitehorse Y T:* Parkins Construction Ltd, construction of garages for Indian hostels & Dept of National Health & Welfare Hospital Complex.

In addition, this Department awarded 61 contracts containing the General Fair Wages Clause.

DEPARTMENT OF TRANSPORT

Comfort Cove, Pouch Cove, Port Blandford & St Lawrence Nfld: Nordbec Construction Inc, construction of decca chain & related works. *Deer Lake Nfld:* Nordbec Construction, construction of remote receiver bldg & hydrogen shelter. *Charlottetown P E I:* Williams, Murphy & MacLeod Ltd, modifications to Air Terminal Bldg, etc. *Halifax N S:* Bedard Girard Ltd, installation of lighting facilities, etc, International Airport; Stuart Industries Ltd, modifications to fire hall & incinerator bldg, International Airport. *Mill Village N S:* Diamond Construction (1961) Ltd, construction of water supply line for SATCOM site. *Sydney N S:* Bedard Girard Ltd, installation of airport lighting facilities, etc; Muncipal Ready-Mix Ltd, modifications to water distribution system, Airport; Municipal Ready-Mix Ltd, modifications to sewage disposal system, Airport; Municipal Ready-Mix Ltd, construction of aircraft apron, etc. *Moncton N B:* Moncton Plumbing & Supply Co Ltd, boiler replacement & renovations to central heating plant, Airport. *Carillon Que:* Pentagon Construction Co Ltd,

construction of tie-up wall, Carillon Lock on the Ottawa River. *Dorval Que:* Leonard J Weber Construction Co, extension to emergency power house, etc, International Airport; Construction I & S Ltee, fencing of airport boundary & water reservoir to Sources Road, International Airport. *London Ont:* King Paving & Materials Ltd, construction of taxiway, etc, Airport. *Peterborough Ont:* Dominion Bridge Co Ltd, construction of guard gate, Trent Canal; Dominion Steel & Coal Corporation, supply & installation of superstructure for swing bridge over Trent Canal on Maria St; Ruliff Grass Construction Co Ltd, construction of substructure for swing bridge over Trent Canal on Marie St; Ruliff Grass Construction Co Ltd, construction of substructure of guard gate on Trent Canal. *Trent Canal System Ont:* L Van Dyk Construction Ltd, dwelling conversion, Locks Nos 22 & 24, Township of Douro. *Grande Prairie Alta:* Cookshaw Electric Ltd, revision to lighting system, Airport. *Vancouver B C:* Miller Cartage & Contracting Ltd, stabilizing portions of taxiway shoulders, etc, International Airport. *Cambridge Bay N W T:* D L Guthrie Construction relocation of meteorological instruments & related work, Airport.

In addition, this Department awarded 22 contracts containing the General Fair Wages Clause.

Settlements during December *(Continued from page 45)*

Hydro-Electric Power Commission of Ontario—Public Empl. (CLC): 2-yr. agreement covering 8,500 empl.—general wage increases of 2% retroactive to April 1, 1964 and 3½% eff. April 1, 1965; in 1965 4 wks. vacation after 22 yrs. of service (formerly 25 yrs.); in 1966 4 wks. vacation after 20 yrs. of service; medical insurance plan (PSI) to provide improved benefits, 75% of cost being assumed by employer; agreement to expire March 31, 1966.

Kimberly-Clark Pulp & Paper, Longlac, Ont.—Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC): 21-mo. agreement covering 650 empl.—general wage increases for day wkrs. (time work rates) of 11¢ an hr. eff. Dec. 1, 1964 and 11¢ an hr. eff. Sept. 1, 1965; basic piece work rates increased by 2½% eff. Dec. 1, 1964 and 2½% eff. Sept. 1, 1965; vacation pay of 2% of gross earnings after working 30 days, 4% of gross earnings after working 625 days (formerly after 750 days), and 6% of gross earnings after working 2,085 days (formerly after 2,500 days); shift differentials of 7¢ and 8¢ an hr. for second and third shifts respectively (formerly 6¢ and 7¢ an hr.); sick benefit allowance increased to maximum of 20 days (formerly 12 days); company contributions toward medical, surgical and hospital care plan increased for married empl. to $4 a mo. (formerly $2.50 a mo.) eff. Dec. 1, 1964 and to $6 a mo. eff. Aug. 31, 1965, and for single empl. to $4 a mo. (formerly $2.50 a mo.) eff. Aug. 31, 1965; rate for labourer $2.12 an hr. after Sept. 1, 1965; agreement to expire Aug. 31, 1966.

Marathon Corp., Port Arthur, Ont—Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC): 21-mo. agreement covering 550 empl.—general wage increases for day wkrs. (time work rates) of 11¢ an hr. eff. Dec. 1, 1964 and 11¢ an hr. eff. Sept. 1, 1965; basic piece work rates increased by 2½% eff. Dec. 1, 1964 and 2½% eff. Sept. 1, 1965; vacation pay of 2% of gross earnings after working 30 days, 4% of gross earnings after working 625 days (formerly after 750 days), and 6% of gross earnings after working 2,085 days (formerly after 2,500 days); shift differentials of 7¢ and 8¢ an hr. for second and third shifts respectively (formerly 6¢ and 7¢ an hr.); sick benefit allowances increased to maximum of 20 days (formerly 12 days); company contributions toward medical, surgical and hospital care plan increased for married empl. to $4 a mo. (formerly $2.50 a mo.) eff. Dec. 1, 1964 and to $6 a mo. eff. Aug. 31, 1965, and for single empl. to $4 a mo. (formerly $2.50 a mo.) eff. Aug. 31, 1965; rate for labourer $2.12 an hr. after Sept. 1, 1965; agreement to expire Aug. 31, 1966.

Ottawa City, Ont.—Public Empl. (CLC): 2-yr. agreement covering 2,000 empl.—general wage increases of 3% retroactive to Jan. 1, 1964 and 3% eff. Jan. 1, 1965; sick leave increased to 1¼ days per mo. of service (formerly 1 day); shift differential increased to 12¢ an hr. (formerly 10¢); pay for work on statutory holidays increased to rate of time and one half (formerly straight time) in addition to holiday pay; travelling expense allowance of 60¢ per day for out-of-town work; rate for labourer, Jan. 1, 1965, will be $1.84 an hr.; agreement to expire Dec. 31, 1965.

Provincial Paper, Thorold, Ont.—Pulp & Paper Mill Wkrs. (AFL-CIO/CLC): 1-yr. agreement covering 700 empl.—general wage increase of 9¢ an hr. retroactive to May 1, 1964; 2 wks. vacation after 3 yrs. of service (previously after 5 yrs.); shift differentials of 8¢ and 13¢ an hr. for second and third shifts respectively (previously 7¢ and 12¢ an hr.); rate for labourer $2 an hr.; agreement to expire April 30, 1965.

Spruce Falls Power & Paper, Kapuskasing, Ont.—Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO CLC): 2-yr. agreement covering 900 empl.—general wage increases for day wkrs. (time work rates) of 11¢ an hr. retroactive to Sept. 1, 1964 and 11¢ an hr. eff. Sept. 1, 1965; basic piece work rates increased by 2½% retroactive to Sept. 1, 1964 and 2½% eff. Sept. 1, 1965; vacation pay of 2% of gross earnings after working 30 days, 4% of gross earnings after working 625 days (formerly after 750 days), 6% of gross earnings after working 2,085 days (formerly after 2,500 days); company contributions toward medical, surgical and hospital care plan increased for married empl. to $4 a mo. (previously $2.50 a mo.) retroactive to Sept. 1, 1964 and to $6 a mo. eff. Aug. 31, 1965, and for single empl. to $4 a mo. (previously $2.50 a mo.) eff. Aug. 31, 1965; second and third shift differentials increased to 7¢ and 8¢ an hr. respectively (formerly 6¢ and 7¢); sick benefit allowance increased to maximum of 20 days (formerly 12 days); rate for labourer $2.12 an hr. after Sept. 1, 1965; agreement to expire Aug. 31, 1966.

Toronto City, Ont.—Fire Fighters (AFL-CIO/CLC): new agreement covering 1,220 empl.—terms of settlement not immediately available.

University of Saskatchewan, Saskatoon, Sask.—CLC-Chartered Local: 1-yr. agreement covering 700 empl.—general wage increase of 2% plus further adjustments amounting to 1.8%; first Monday in August to be paid holiday superseding half day previously given Exhibition Week; rate for labourer $301 a mo.; agreement to expire June 30, 1965.

PRICE INDEXES

Consumer Price Index, December 1964

The consumer price index (1949-100) advanced 0.7 per cent in December, to 136.8 from 135.9 in November. It advanced 1.9 per cent since December 1963, when the index was 134.2.

Six of the seven main components of the index increased; the seventh, tobacco and alcohol, was unchanged.

The December food index at 133.2 was 0.9 per cent higher than the November index of 132.0. Higher prices were reported for fresh vegetables, particularly lettuce and tomatoes, and for fats and powdered skim milk. Prices were lower for eggs, grapefruit and canned orange juice. Slight price decreases occurred for most cuts of beef and pork, and turkey.

The housing index increased 0.2 per cent to 139.6 from 139.3 as a result of higher indexes for both shelter and household operation. In shelter, rent was unchanged despite increased prices for repairs, but home-ownership prices were higher. The household operation component moved up with the imposition of a 5-per cent tax in Manitoba on gas, electricity and telephone rates, and with increased prices for carpets and some household supplies.

The clothing index edged up 0.1 per cent to 121.0 from 120.9, mainly as a result of higher prices for clothing services, cotton and wool dress material, and footwear. Price movements for men's, women's and children's wear were mixed and offsetting.

The transportation index rose 0.9 per cent to 142.7 from 141.4, reflecting an increase in the automobile operation component. Initial prices of 1965 model passenger cars were higher than year-end prices of 1964 models. Gasoline prices decreased in some cities but not sufficiently to offset increases in other areas.

The health and personal care index increased 1.9 per cent to 174.3 from 171.1 as a result of higher rates for prepaid medical care in Ontario. The personal care component was fractionally higher as prices of personal care supplies rose.

The recreation and reading index, at 153.5, was 0.8 per cent higher than November's index of 152.3. The increase was primarily a reflection of higher prices for magazine subscriptions and an increase in the price of newspapers. The recreation component was fractionally higher as bicycle prices moved up slightly.

The tobacco and alcohol index was unchanged at 121.6. Lower prices for imported whiskey in British Columbia were not sufficient to move the alcoholic beverages component.

Group indexes in December 1963 were: food 131.4, housing 137.0, clothing 118.9, transportation 140.6, health and personal care 165.4, recreation and reading 151.4, and tobacco and alcohol 118.5.

City Consumer Price Indexes, November 1964

Consumer price indexes (1949=100) moved upward in nine regional cities and edged down 0.1 per cent in St. John's. The increases ranged from 0.1 per cent in Saint John to a full 1 per cent in Winnipeg.

Food indexes increased in the same nine cities, from 0.2 per cent in Saint John to 2.3 per cent in Ottawa. Indexes for housing remained constant in three cities and edged up in seven. Clothing indexes were higher in seven cities, lower in Halifax and unchanged in Saskatoon-Regina and Saint John. Transportation indexes were constant in seven cities, up in two and lower in Toronto.

The health and personal care indexes were higher in all ten cities. Recreation and reading indexes registered increases in eight cities and held steady in two. The tobacco and alcohol index moved up 5.4 per cent in Winnipeg; increases in two other cities were marginal and in Toronto the index moved down. In the five remaining cities the tobacco and alcohol indexes were unchanged.

Regional consumer price index point changes between October and November were as follows: Winnipeg +1.3 to 133.3; Ottawa +1.0 to 136.6; Montreal +0.7 to 135.9; Saskatoon-Regina +0.5 to 130.2; Vancouver +0.5 to 133.1; Toronto +0.4 to 137.1; Halifax +0.3 to 131.8; Saint John +0.2 to 134.8; Edmonton-Calgary +0.2 to 128.2; St. John's —0.1 to 121.7*.

Wholesale Price Index, November 1964

Canada's general wholesale index (1935-39=100) rose to 244.7 in November, up 0.1 per cent from the October index of 244.4 but down 0.8 per cent from the index a year ago, when the index stood at 246.7.

Four of the eight major group indexes were higher in November, three declined and the remaining one was unchanged.

The chemical products group index advanced 0.7 per cent to 193.0 from 191.7, and the non-ferrous metals products index advanced 0.7 per cent also, to 211.6 from 210.2.

The vegetable products group index increased 0.6 per cent to 217.3 from 216.0 and the wood products group index rose 0.3 per cent to 330.8 from 329.9.

* On base June 1951=100.

The animal products group index declined 0.4 per cent to 250.5 from 251.5, the non-metallic minerals products group index declined 0.3 per cent to 190.8 from 191.4, and the textile products group index eased down 0.1 per cent to 247.6 from 247.9.

The iron products group index was unchanged at 258.3.

The index of Canadian farm product prices at terminal markets (1935-39=100) advanced 1.8 per cent from 213.7 to 217.5 in the four-week period ended November 27. The animal products index increased 1.1 per cent from 261.8 to 264.8, and the field products index rose 2.7 per cent from 165.6 to 170.1.

The price index of residential building materials (1935-39=100) advanced 0.1 per cent in November, to 330.2 from 329.8; on the base 1949=100, to 144.8 from 144.6. The non-residential building materials price index (1949=100) was up 0.2 per cent in November, to 141.8 from 141.5.

U.S. Consumer Price Index, November 1964

The United States consumer price index (1957-59=100) rose 0.2 per cent in November, the eighth monthly increase in 1964. The November index stood at 108.7, a record high, compared with 108.5 in October and 107.4 in November 1963.

Part of the increase was attributed to strikes in the automobile industry. Prices of used cars rose when stocks became low because of the lack of trade-ins on new cars, unavailable because of the strikes. Influenced by price reductions for meats and fresh fruits, the food index declined during the month.

As has been the case for years, the biggest November-to-November price increase was in the service category, which went up 2.1 per cent.

British Index of Retail Prices, October 1964

The British index of retail prices (Jan. 16, 1962=100) was 107.9 at mid-October, up from 107.8 in mid-September. The October 1963 index stood at 103.7.

The food group index fell slightly to 108.0, from 108.1 in September. The index for the housing group rose to 115.7 from 115.0 in September.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 195

Business

1. BRUMMET, RICHARD LEE. *Cost Accounting for Small Manufacturers.* Washington, GPO, 1963. Pp. [89].

2. COWAN, DONALD ROSS GRANT. *The Small Manufacturer and His Specialized Staff.* Washington, GPO, 1954. Pp. [37].

3. EUROPEAN PRODUCTIVITY AGENCY. *European Guide to General Courses in Business Management.* Paris, 1960. Pp. 640.

4. IMMER, JOHN R. *Profitable Small Plant Layout.* Washington, GPO, 1958. Pp. [48].

5. SMITH, ALAN A. *Technology and your New Products.* Washington, GPO, 1956. Pp. 57.

6. U.S. SMALL BUSINESS ADMINISTRATION. *Design in your Business.* Washington, GPO, 1953. Pp. [45].

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10. REUBER, G. L. *The Objectives of Monetary Policy.* Pp. 308.

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11. BJERVE, PETTER JAKOB. *Planning in Norway, 1947-1956.* Amsterdam, North-Holland Pub. Co., 1959. Pp. 383.

An examination of national economic plans in Norway during a ten-year period.

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13. MAYNE, ALVIN. *Designing and administering a Regional Economic Development Plan, with Specific Reference to Puerto Rico.* Paris, Organization for Economic Cooperation and Development, 1961. Pp. 66.

14. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Austria, 1964.* Paris, 1964. Pp. 35.

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20. ROTHBARD, MURRAY NEWTON. *America's Great Depression.* Princeton, N.J., Van Nostrand, 1963. Pp. 361.

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23. LAYCOCK, SAMUEL RALPH. *Special Education in Canada.* Toronto, Gage, 1963. Pp. 187.

Lectures delivered under the Quance Lectures in Canadian education, University of Saskatchewan, 1963.

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This book includes the background papers of a meeting, held by the Study Group in the Economics of Education of the O.E.C.D. in June, 1962, which considered the economics of higher education. Such topics as admission practices, trends in inflow, enrolment and graduation of students, and, costs and financing were considered.

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A detailed examination of federal and provincial financial support of universities and colleges, excluding student aid, in the years 1958-59 to 1962-63.

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26. HARRIS, NORMAN C. *Technical Education in the Junior College; New Programs for New Jobs.* Washington, American Association of Junior Colleges, c1964. Pp. 102.

27. *Technical and Vocational Education and Training; Recommendations by Unesco and the International Labour Organization.* [Paris, UNESCO; Geneva, International Labour Organization, 1964] Pp. 36.

Contents: Recommendation concerning technical and vocational education (adopted by UNESCO, December 11th, 1962). Recommendation concerning vocational training (adopted by the 46th Session of the International Labour Conference on June 6, 1962).

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29. VENN, GRANT. *Man, Education and Work; Postsecondary Vocational and Technical Education,* by Grant Venn, assisted by Theodore J. Marchese, Jr. Washington, American Council on Education, 1964. Pp. 184.

A study conducted by the American Council on Education, Commission on Academic Affairs.

A study of vocational and technical education, its development, its place in secondary and higher education, its relationship to Federal Government, manpower needs at the present time and in the future, and major issues in vocational and technical education.

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30. AMERICAN MANAGEMENT ASSOCIATION. *The Personnel Job in a Changing World.* Contributors: Douglas W. Bray [and others] Editor: Jerome W. Blood. New York [c1964] Pp. 368.

Some of the topics discussed in this volume are: automation and unemployment, job security, retraining, collective bargaining, the problem of the unskilled worker, management training, programmed instruction, and personnel testing.

31. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Personnel Audits and Reports to Top Management,* by Geneva Seybold. New York, 1964. Pp. 149.

"Personnel auditing . . . consists of the analysis and evaluation of personnel policies, procedures, and practices to determine the effectiveness of personnel administration in the company." There are 4 steps in personnel auditing: 1. collection and compilation of information; 2. analysis and interpretation of the information; 3. evaluation of the information; and, 4. "the taking of appropriate action on the basis of what is learned." This study describes procedures used by 132 companies, employing over 2 million people.

32. SUTERMEISTER, ROBERT A., Ed. *People and Productivity.* New York, McGraw-Hill, 1963. Pp. 520.

Discusses how to get employees to produce more on the job. Contains 11 brief chapters followed by readings to accompany the chapters.

33. WEBSTER, EDWARD CLARK. *Decision Making in the Employment Interview* [by] Edward C. Webster in collaboration with: C. W. Anderson [and others. Montreal] Industrial Relations Centre, McGill University, 1964. Pp. 124.

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34. GREAT BRITAIN. FACTORY INSPECTORATE. *Annual Report of H. M. Chief Inspector of Factories on Industrial Health, 1963.* London, HMSO, 1964. Pp. 56.

35. INTERNATIONAL LABOUR OFFICE. *Adaptation of Work to Man and Occupational Health Problems in Countries undergoing Industrial Development.* Geneva, 1964. Pp. 19.

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37. *Village of Alix.* Rev. Oct. 1963. Pp. 11.

38. *Town of Barrhead.* Rev. May 1964. Pp. 14.

39. *Town of Hinton.* Rev. Oct. 1963. Pp. 16.

40. *City of Lloydminster.* Rev. Dec. 1963. Pp. 16.

41. *Village of Mirror.* Rev. June 1964. Pp. 12.

42. *Town of St. Paul.* Rev. June 1964. Pp. 18.

43. *Town of Stettler.* Rev. May 1963. Pp. 14.

44. *Village of Thorhild.* Rev. Nov. 1963. Pp. 10.

45. ATLANTIC PROVINCES ECONOMIC COUNCIL. *Community and Municipal Development.* Halifax, 1964. Pp. 23.

A brief look at community development as a means of attracting new industry to the community.

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46. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *Standard Recipes for Employee Cafeterias and Other Large Food Services.* 6th ed. [Melbourne?] 1963. Pp. 193.

47. CANADIAN ASSOCIATION FOR ADULT EDUCATION. *The Sixties: the Changing Nature of Work.* [Toronto, 1964] Pp. 18.

48. SILVEY, TED F. *Automation; the Three-Legged Stool.* Washington, American Federation of Labor and Congress of Industrial Organizations. Research Department [n.d.] Pp. [10].

This booklet is a reprint of a three-part article published in the American Pressman.

49. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in Taiwan (Formosa).* Washington, 1964. Pp. 72.

50. U.S. NATIONAL CENTER FOR HEALTH STATISTICS. *Disability among Persons in the Labor Force, by Employment Status, United States, July 1961-June 1962. Selected Statistics on Limitation of Activity and Days of Restricted Activity and Bed Disability for the Total Labor Force, by Age,*

Sex, Family Income, Employment Status, Occupation, and Industry. Based on Data collected in Household Interviews during July 1961-June 1962. Washington, U.S. Department of Health, Education, and Welfare, Public Health Service, 1964. Pp. 54.

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51. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. *The Canada Pension Plan.* Ottawa, Queen's Printer, 1964. Pp. 26.

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52. McGILL, DAN MAYS. *Fundamentals of Private Pensions.* 2d ed. Homewood, Ill., Published for the Pension Research Council, Wharton School of Finance and Commerce, University of Pennsylvania by R. D. Irwin, 1964. Pp. 421.

This book is intended to serve as a text or reference book. It deals with such matters as choice of a funding agency in setting up a private plan; installing and operating the plan; the basic features of a pension plan; and various particulars about funding. The appendices include a specimen pension plan, a specimen group deferred annuity, and a special trust agreement for trust fund pension plan.

53. U.S. BUREAU OF LABOR STATISTICS. *Unfunded Private Pension Plans.* Washington, GPO, 1964. Pp. 34.

Analyzes the principal features of unfunded private pension plans. Based on reports submitted to the U.S. Department of Labor under provisions of the Welfare and Pension Plan Disclosure Act.

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54. GORDON, MARGARET S. *The Economics of Welfare Policies.* New York, Columbia University Press, 1963. Pp. 159.

Partial Contents: Welfare Programs in the United States. Some International Comparisons. Welfare Programs and Income Redistribution. The Old-Age, Survivors, and Disability Insurance Program. Unemployment Compensation.

55. MAY, EDGAR. *The Wasted Americans; Cost of our Welfare Dilemma.* 1st ed. New York, Harper & Row, 1964. Pp. 227.

The author, a journalist (and Pulitzer Prize Winner), who went around the U.S. to examine public welfare conditions in the big cities, suggests ways of dealing with welfare problems.

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56. CANADIAN TAX FOUNDATION. *Income Taxation of Inter Vivos Trusts,* by Marshall A. Cohen. Toronto, 1964. Pp. 95.

"Inter vivos" (between living persons) is used to designate "a gift which passes title from one living person to another." This pamphlet considers the question of income taxation of inter vivos trusts under the Canadian Income Tax Act.

57. CANADIAN TAX FOUNDATION. *Provincial Sales Taxes; Report of a Survey of Retail Sales Taxes in Canada,* by John F. Due [and] Bernard J. Kilbride. Rev. ed. Toronto, 1964. Pp. 234.

58. COMMERCE CLEARING HOUSE CANADIAN LIMITED. *Expenses under Canadian Income Tax Act.* 2d ed. revised to June 1, 1964 and reflecting the 1964 amendments. Don Mills, Ont., 1964. Pp. 134.

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59. CURTIS, THOMAS BRADFORD. *87 Million Jobs; a Dynamic Program to end Unemployment.* 1st ed. New York, Duell, Sloan and Pearce, 1962. Pp. 126.

The author is a Republican Congressman from Missouri who served on the Committee on Ways and on the Joint Economic Committee, both committees dealing with economic policy. He suggests a 5-point program to be undertaken by the federal government to help the employment situation in the U.S.

60. JACOBY, JOAN ELIZABETH. *A Statistical Analysis of Long-Term Unemployment, 1954-1961.* Ann Arbor, Mich., University Microfilms, 1963. Microfilm copy (positive) of typescript. Collation of the original: Pp. 292. M. A. Thesis, American University, Washington, D.C.

61. JAKUBAUSKAS, EDWARD BENEDICT. *"New Frontier" Employment Policies.* Madison, Wis., 1964. Pp. 8.

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Reprint of original edition, produced by Microfilm-Xerography.

The author examines retraining programs sponsored by public agencies, companies, and unions, and describes and evaluates the characteristics, costs, methods of administration, and accomplishments of training programs operated by the various sponsors.

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63. CANADA. DEPARTMENT OF LABOUR. ACCIDENT PREVENTION AND COMPENSATION BRANCH. *If You have an Accident; What to do and How to do it.* Ottawa, Queen's Printer, 1964. Pp. 18.

64. INTERNATIONAL ASSOCIATION OF INDUSTRIAL ACCIDENT BOARDS AND COMMISSIONS. *Workmen's Compensation Problems, 1963; Proceedings, 49th Annual Convention . . . Miami Beach, Florida, November 10-14, 1963.* Washington, GPO, 1964. Pp. 267.

65. U.S. BUREAU OF LABOR STANDARDS. *Agricultural Workers and Workmen's Compensation.* (Revised) January 1964. Washington, GPO, 1964. Pp. 19.

Youth

66. LEVITAN, SAR A. *Youth Employment Act (S. 1, H.R. 1, and H.R. 1890, 88th Congress).* Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1963. Pp. 21.

A brief examination of two similar bills dealing with problems of youth unemployment introduced in the 88th Congress of the U.S. House of Representatives and Senate.

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The story of the U.S. Children's Bureau which was set up to investigate and report on matters pertaining to the welfare of children in the United States.

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68. BLAXLAND, GREGORY. *J. H. Thomas; a Life for Unity.* London, Frederick Muller, 1964. Pp. 303.

A biography of the British trade union official and politician who was active in the British Labour Party and who served in the National Government cabinet of J. Ramsay MacDonald and later in the Conservative Government cabinet of Stanley Baldwin.

69. MILLER, HERMAN PHILLIP. *Rich Man, Poor Man.* Illus. by Bill Gorman. New York, Crowell, 1964. Pp. 260.

Dr. Miller, an official of the U.S. Bureau of the Census, writes about income distribution in the U.S. Among other matters, he discusses the cash value of education, the income of minority groups, the importance of working wives, and the income situation of broken homes and of the elderly part of the population.

70. MYERS, ROBERT JULIUS. *The Outlook for Labor Costs; Remarks before the Labor Forum of the New York Society of Security Analysts, New York, New York, March 20, 1963.* [Washington, U.S. Dept. of Labor, 1963] Pp. 11.

71. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Mergers and Markets; a Guide to Economic Analysis of Case Law,* by Betty Bock. 3d ed. New York, 1964. Pp. 289.

"A guide to the economic factors taken into account in the enforcement of the merger act." Examines a number of cases that come under Section 7 of the Clayton Act, which section "prohibits an acquisition by a corporation of all or part of the stock or assets of another corporation if the acquisition may substantially lessen competition or tend to create a monopoly in any market."

72. U.S. DEPARTMENT OF LABOR. *The Economic Situation of Negroes in the United States.* Rev. ed. Washington, GPO, 1962. Pp. 32.

73. TURABIAN, KATE L. *Student's Guide for writing College Papers.* Chicago, University of Chicago Press, 1963. Pp. 172.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION WEEK ENDED DECEMBER 12, 1964

(estimates in thousands)

Source: Labour Force Survey

—	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,899	604	1,938	2,548	1,168	641
Men	4,908	444	1,406	1,768	835	455
Women	1,991	160	532	780	333	186
14—19 years	639	62	195	213	115	54
20—24 years	908	97	301	293	145	72
25—44 years	3,054	246	876	1,145	502	285
45—64 years	2,089	181	520	810	366	212
65 years and over	209	18	46	87	40	18
Employed	6,614	562	1,834	2,472	1,136	610
Men	4,673	406	1,318	1,707	808	434
Women	1,941	156	516	765	328	176
Agriculture	521	33	80	140	250	18
Non-agriculture	6,093	529	1,754	2,332	886	592
Paid workers	5,562	479	1,597	2,149	804	533
Men	3,801	337	1,121	1,445	522	376
Women	1,761	142	476	704	282	157
Unemployed	285	42	104	76	32	31
Men	235	38	88	61	27	21
Women	50	*	16	15	*	10
Persons not in the Labour Force	5,980	689	1,776	1,949	1,004	562
Men	1,485	201	426	448	260	150
Women	4,495	488	1,350	1,501	744	412

* Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED DECEMBER 12, 1964, CANADA

(estimates in thousands)

SOURCE: Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	12,879	2,054	3,712	992	3,803	944	1,374
Labour Force	6,899	639	3,567	825	1,005	654	209
Employed	6,614	585	3,450	754	986	639	200
Unemployed	285	54	117	71	19	15	*
Not in the labour force	5,980	1,415	145	167	2,798	290	1,165
Participation rate[2]							
1964, December 12	53.6	31.1	96.1	83.2	26.4	69.3	15.2
November 14	54.1	31.9	96.6	84.5	26.6	68.6	16.0
Unemployment rate[3]							
1964, December 12	4.1	8.5	3.3	8.6	1.9	2.3	*
November 14	3.7	8.4	2.7	7.7	2.0	2.6	*

[1] Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2] The Labour Force as a percentage of the population 14 years of age and over.

[3] The unemployed as a percentage of the labour force.

* Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED DECEMBER 12, 1964

(estimates in thousands)

SOURCE: Labour Force Survey

—	December 1964	November 1964	December 1963
Total Unemployed	285	258	346
On temporary layoff up to 30 days	14	14	20
Without work and seeking work	271	244	326
Seeking full-time work	259	229	305
Seeking part-time work	12	15	21
Seeking under 1 month	105	95	121
Seeking 1—3 months	99	83	132
Seeking 4—6 months	33	32	35
Seeking more than 6 months	34	34	38

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals [3]
1959—Total	552	5,906	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
September	49.1	522.9	172.5							1,889.2
October	48.7	522.4	172.8							
November	48.3	523.8	172.2	90.8	364.9	102.1	814.3	1,702.8	220.9	1,861.5
December	48.0	516.7	166.6							1,824.6
1964—										
January	48.5	520.7	168.6							1,816.7
February	48.8	524.8	166.2	70.0	308.9	99.7	793.3	1,730.1	220.7	1,826.2
March	48.8	529.8	165.4							1,839.5
April	47.3	532.6	170.6							1,870.5
May	49.2	548.1	175.6	75.0	377.4	105.7	827.1	1,822.2	226.0	1,942.8
June	51.4	558.2	179.9							1,995.5
July	52.5	546.3	182.8							1,982.1
August	50.4	567.7	188.3	104.9	456.1	110.3	850.9	1,830.4	230.4	2,019.3
September*	50.3	576.4	190.0							2,074.6
October†	50.9	566.0	186.7							2,047.7

Seasonally Adjusted

1959—Total	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
September	48.3	508.7	168.7							1,818.9
October	48.5	513.9	170.2							1,834.1
November	48.4	522.5	171.9	79.7	363.3	102.5	797.0	1,704.7	220.0	1,848.0
December	48.7	531.2	171.7							1,869.8
1964—										
January	49.1	536.7	173.5							1,891.3
February	49.7	538.3	172.4	80.8	391.2	102.5	812.7	1,745.6	224.2	1,902.3
March	50.1	540.0	173.5							1,906.5
April	49.0	535.1	175.1							1,913.1
May	48.8	541.6	174.6	88.0	375.8	105.5	826.2	1,790.7	225.7	1,924.8
June	50.3	543.2	175.1							1,927.5
July	50.8	546.1	175.9							1,949.3
August	49.3	556.7	179.9	92.4	380.5	107.2	849.9	1,844.5	228.4	1,969.5
September*	49.4	560.8	185.7							1,998.7
October†	50.6	556.4	183.4							1,996.8

[1]Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2]Includes post office wages and salaries.

[3]Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at September 1964 employers in the principal non-agricultural industries reported a total employment of 3,254,464. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	181.8	78.11	108.9	183.9	80.73
1962	121.5	187.5	80.55	113.3	189.2	83.17
1963	124.6	194.0	83.36	116.4	196.0	86.17
1963—						
August	130.2	193.9	83.28	120.0	194.4	85.47
September	130.3	196.0	84.22	120.3	197.2	86.71
October	129.4	197.0	84.65	119.3	198.8	87.43
November	128.6	197.0	84.61	118.6	200.7	88.24
December	125.1	190.0	81.64	115.9	192.6	84.67
1964—						
January	123.3	198.1	85.10	117.0	202.0	88.83
February	123.0	199.6	85.74	117.7	202.4	88.98
March	123.5	198.5	85.27	118.4	202.0	88.82
April	124.6	201.0	86.33	118.6	203.9	89.66
May	129.1	202.0	86.80	121.4	204.8	90.05
June	133.4	201.6	86.62	124.2	204.1	89.73
July	133.7	201.9	86.75	122.6	202.7	89.12
August*	136.4	203.0	87.19	126.4	203.9	89.65
September†	136.0	204.9	88.04	126.2	206.9	90.97

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels restaurants, laundries, dry cleaning plants business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Sept. 1964	Aug. 1964	Sept. 1963	Sept. 1964	Aug. 1964	Sept. 1963
				$	$	$
Provinces						
Newfoundland	157.9	158.9	151.0	79.05	79.12	76.62
Prince Edward Island	156.1	159.5	146.5	61.59	60.60	59.01
Nova Scotia	100.4	102.5	101.0	71.82	71.20	69.28
New Brunswick	117.1	118.9	111.3	71.79	70.87	67.79
Quebec	136.5	136.6	130.3	86.04	85.14	82.06
Ontario	137.9	137.7	131.5	91.52	90.46	87.36
Manitoba	120.3	119.9	118.9	80.15	79.65	79.03
Saskatchewan	139.6	141.0	136.5	82.43	81.86	80.96
Alberta (including Northwest Territories)	175.4	177.7	168.8	87.07	87.36	84.52
British Columbia (including Yukon)	131.6	133.8	126.0	95.83	94.81	91.01
Canada	**136.0**	**136.4**	**130.3**	**88.04**	**87.19**	**84.22**
Urban areas						
St. John's	165.3	160.5	155.6	66.44	66.55	64.17
Sydney	78.6	78.8	81.9	86.62	84.07	83.90
Halifax	124.7	127.7	126.7	73.32	73.01	70.93
Moncton	114.9	115.1	107.9	68.20	67.91	63.88
Saint John	106.0	104.5	106.7	72.09	71.45	69.74
Chicoutimi—Jonquiere	122.6	124.4	116.6	102.47	104.63	102.32
Quebec	134.6	134.0	129.6	76.19	74.87	73.11
Sherbrooke	123.1	123.4	115.8	75.20	74.34	72.00
Shawinigan	105.4	107.7	101.6	92.00	90.73	92.86
Three Rivers	128.1	131.4	120.3	81.67	81.31	77.55
Drummondville	99.3	98.5	90.4	72.39	70.48	69.73
Montreal	139.8	138.9	133.5	87.52	86.90	83.37
Ottawa—Hull	145.4	147.6	140.7	81.77	81.25	78.49
Kingston	139.2	142.3	129.6	88.26	86.86	82.20
Peterborough	109.0	110.7	102.9	95.43	95.41	95.27
Oshawa	234.5	212.7	206.6	111.71	104.74	101.53
Toronto	152.6	152.4	146.1	91.68	91.10	88.12
Hamilton	129.8	128.3	121.7	96.83	95.25	92.27
St. Catharines	130.9	128.3	120.0	100.79	101.90	95.22
Niagara Falls	122.6	125.2	113.7	86.84	83.98	81.75
Brantford	96.4	95.1	92.3	84.10	82.55	79.02
Guelph	140.1	142.4	133.4	82.70	81.04	79.86
Galt	133.1	134.0	126.1	77.63	77.24	76.19
Kitchener	152.1	150.9	145.1	81.60	81.23	78.44
Sudbury	137.7	137.5	127.0	97.47	97.30	95.24
Timmins	86.2	88.4	87.5	78.68	76.76	74.75
London	151.4	150.3	145.7	84.52	84.19	80.00
Sarnia	138.2	135.1	135.0	110.71	114.38	108.28
Windsor	91.0	89.1	81.9	108.37	104.45	94.79
Sault Ste. Marie	165.4	167.8	153.9	107.69	109.24	108.17
Fort William—Port Arthur	120.2	121.4	115.4	88.04	86.81	86.32
Winnipeg	121.5	121.6	117.9	77.07	76.93	75.27
Regina	159.9	161.0	153.6	80.67	79.89	79.39
Saskatoon	162.3	163.8	153.0	76.96	75.93	74.49
Edmonton	224.2	224.5	213.7	81.09	81.83	79.59
Calgary	198.1	199.7	185.3	86.97	87.47	83.28
Vancouver	130.7	132.1	123.8	93.94	92.96	88.85
Victoria	125.6	124.6	122.3	83.46	83.62	83.41

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Sept. 1964	Aug. 1964	Sept. 1963	Sept. 1964	Aug. 1964	Sept. 1963
				$	$	$
Mining	**116.3**	**118.4**	**116.7**	**106.16**	**104.09**	**103.21**
Metal mining	129.8	131.6	129.3	106.82	104.88	104.18
Gold	61.0	63.2	64.6	87.14	85.32	84.76
Other metal	193.8	195.1	189.5	112.58	110.77	110.33
Fuels	80.6	81.8	81.7	112.87	110.80	108.60
Coal	37.7	36.6	38.6	85.83	81.84	83.89
Oil and natural gas	254.8	265.2	257.4	129.09	126.97	123.71
Non-metal	160.5	166.1	162.3	93.76	91.52	91.78
Manufacturing	**126.2**	**126.4**	**120.3**	**90.97**	**89.65**	**86.71**
Durable goods	132.9	132.1	124.5	99.12	97.56	94.13
Non-durable goods	120.7	121.6	116.8	83.47	82.46	80.09
Food and beverages	133.1	135.9	130.7	76.12	74.82	72.70
Meat products	141.0	142.2	138.2	87.79	87.60	84.65
Canned and preserved fruits and vegetables	212.5	211.5	203.1	58.77	55.34	55.69
Grain mill products	98.4	99.1	96.6	89.05	87.91	85.52
Bread and other bakery products	114.4	116.5	112.4	76.93	76.06	73.44
Distilled and malt liquors	98.2	100.0	96.4	109.50	108.88	105.87
Tobacco and tobacco products	82.5	82.7	79.5	94.48	93.41	88.77
Rubber products	120.8	119.4	106.6	97.07	93.64	92.11
Leather products	91.8	91.4	89.6	61.63	61.52	59.43
Boots and shoes (except rubber)	94.5	94.1	95.0	59.61	59.89	57.43
Other leather products	86.9	86.6	79.8	65.62	64.72	63.77
Textile products (except clothing)	91.4	91.8	86.4	74.05	73.12	70.21
Cotton yarn and broad woven goods	78.5	78.9	75.2	72.30	71.53	68.41
Woollen goods	67.7	68.4	66.3	65.99	65.80	64.29
Synthetic textiles and silk	112.1	112.9	99.0	81.11	79.86	76.50
Clothing (textile and fur)	102.4	102.1	98.9	57.64	57.23	55.09
Men's clothing	106.3	105.7	102.3	56.22	55.45	53.88
Women's clothing	116.3	115.1	109.7	59.34	59.27	56.86
Knit goods	78.5	78.3	75.8	57.79	57.43	53.48
Wood products	119.1	121.2	116.2	79.01	77.97	75.78
Saw and planing mills	122.5	125.8	119.5	80.99	79.95	77.18
Furniture	129.3	128.5	124.9	77.06	76.31	75.03
Other wood products	82.0	83.7	82.3	69.94	67.74	67.58
Paper products	135.5	137.8	130.6	105.71	104.44	102.33
Pulp and paper mills	135.2	138.8	130.4	113.47	111.82	110.33
Other paper products	136.0	135.3	131.2	87.18	86.28	83.26
Printing, publishing and allied industries	126.1	125.0	127.5	98.92	97.76	94.73
Iron and steel products	125.2	124.8	116.1	103.20	102.20	98.90
Agricultural implements	71.3	73.7	65.2	108.40	109.52	101.03
Fabricated and structural steel	169.7	164.4	150.9	104.22	103.59	102.16
Hardware and tools	127.7	126.5	116.8	90.17	88.59	86.58
Heating and cooking appliances	115.6	114.3	108.8	88.79	87.38	87.84
Iron castings	110.2	107.6	103.6	99.76	97.81	93.06
Machinery, industrial	150.4	148.5	136.6	99.41	98.53	95.47
Primary iron and steel	148.9	150.9	133.9	116.89	115.11	113.25
Sheet metal products	126.2	127.5	121.1	99.34	99.30	95.08
Wire and wire products	130.5	128.7	119.3	102.41	102.84	99.35
Transportation equipment	131.1	126.9	118.4	110.04	107.51	102.11
Aircraft and parts	254.4	255.0	234.7	108.71	109.14	102.85
Motor vehicles	152.8	140.1	131.0	130.97	123.75	117.79
Motor vehicle parts and accessories	159.0	155.1	133.5	106.93	106.41	99.55
Railroad and rolling stock equipment	60.2	60.5	56.5	91.83	92.31	89.70
Shipbuilding and repairing	139.7	136.8	143.7	97.67	96.46	93.43
Non-ferrous metal products	135.1	135.2	129.4	101.20	100.10	98.05
Aluminum products	148.3	151.6	148.5	96.81	95.29	94.26
Brass and copper products	115.6	116.0	110.6	99.72	98.37	94.79
Smelting and refining	146.0	145.8	139.0	110.24	109.61	107.87
Electrical apparatus and supplies	165.3	163.3	156.9	96.26	95.26	92.75
Heavy electrical machinery	121.0	122.6	116.0	104.18	102.30	100.33
Telecommunication equipment	291.5	280.9	283.9	91.45	91.32	88.58
Non-metallic mineral products	166.1	167.5	156.6	98.15	96.13	92.76
Clay products	95.8	96.8	91.6	86.19	84.76	82.67
Glass and glass products	180.4	183.8	170.3	92.84	89.21	87.06
Products of petroleum and coal	143.7	147.6	139.6	131.79	131.97	128.45
Petroleum refining and products	146.4	150.5	141.6	132.94	133.15	129.63
Chemical products	140.6	141.6	136.7	105.90	104.76	102.37
Medicinal and pharmaceutical preparations	130.3	130.3	126.1	94.37	93.77	91.07
Acids, alkalis and salts	159.6	162.3	157.8	119.62	115.96	114.03
Miscellaneous manufacturing industries	170.4	169.3	159.6	79.15	78.17	75.60
Construction	**146.1**	**148.9**	**143.2**	**98.65**	**97.56**	**94.48**
Building and general engineering	144.4	145.0	141.4	105.66	104.17	101.54
Highways, bridges and streets	148.8	155.3	146.2	87.42	87.39	83.25
Electric and motor transportation	**153.3**	**152.0**	**148.2**	**94.04**	**93.30**	**90.19**
Service	**192.6**	**200.8**	**175.2**	**61.64**	**60.69**	**58.87**
Hotels and restaurants	167.0	172.3	152.9	46.78	46.13	45.15
Laundries and dry cleaning plants	169.8	161.4	140.0	54.46	53.84	52.76
Industrial composite	**136.0**	**136.4**	**130.3**	**88.04**	**87.19**	**84.22**

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCES

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* (DBS)

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	Sept. 1964	Aug. 1964	Sept. 1963	Sept. 1964	Aug. 1964	Sept. 1963
				$	$	$
Newfoundland	40.2	39.5	39.8	1.76	1.73	1.70
Nova Scotia	41.4	41.7	40.9	1.74	1.73	1.67
New Brunswick	40.6	40.2	40.6	1.68	1.64	1.62
Quebec	42.5	42.4	42.4	1.82	1.81	1.76
Ontario	42.0	41.4	41.5	2.15	2.13	2.04
Manitoba	40.7	40.5	40.6	1.83	1.81	1.80
Saskatchewan	39.6	39.1	38.7	2.10	2.07	2.02
Alberta (includes Northwest Territories)	39.5	40.5	39.4	2.08	2.08	2.01
British Columbia (includes Yukon Territory)	37.7	37.2	37.5	2.49	2.47	2.37

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Sept. 1964	Aug. 1964	Sept. 1963	Sept. 1964	Aug. 1964	Sept. 1963	Sept. 1964	Aug. 1964	Sept. 1963
Mining	42.5	41.6	42.6	2.31	2.30	2.24	98.41	95.53	95.45
Metal mining	42.2	41.4	42.3	2.40	2.38	2.33	101.30	98.59	98.52
Gold	42.9	41.9	43.1	1.88	1.86	1.82	80.54	78.00	78.26
Other metal	42.0	41.3	42.0	2.56	2.55	2.51	107.78	105.34	105.44
Fuels	42.3	40.8	42.5	2.18	2.18	2.11	92.25	88.93	89.40
Coal	43.8	42.0	44.3	1.92	1.90	1.87	84.05	79.64	82.65
Oil and natural gas	39.6	38.9	39.5	2.70	2.67	2.54	106.93	103.99	100.29
Non-metal	44.1	43.0	43.9	2.11	2.09	2.05	92.97	90.00	89.84
Manufacturing	41.7	41.3	41.3	2.03	2.02	1.94	84.72	83.31	80.29
Durable goods	42.3	41.9	41.8	2.22	2.21	2.12	94.01	92.39	88.71
Non-durable goods	41.1	40.7	40.8	1.84	1.84	1.78	75.79	74.74	72.44
Food and beverages	40.8	40.1	40.2	1.69	1.69	1.64	69.04	67.74	65.72
Meat products	41.1	41.1	40.7	2.03	2.02	1.98	83.32	83.29	80.43
Canned and preserved fruits and vegetables	42.0	39.6	41.1	1.29	1.26	1.24	54.04	49.85	51.12
Grain mill products	43.5	43.0	42.3	1.96	1.96	1.90	85.40	84.09	80.26
Bread and other bakery products	41.1	40.9	40.8	1.73	1.75	1.64	71.33	71.47	67.06
Distilled liquors	40.3	40.8	40.3	2.35	2.35	2.23	94.87	95.84	89.79
Malt liquors	39.7	39.2	40.0	2.56	2.53	2.46	101.70	99.38	98.27
Tobacco and tobacco products	38.5	38.2	37.8	2.31	2.30	2.18	89.02	87.83	82.15
Rubber products	43.7	42.5	42.2	2.11	2.08	2.05	92.45	88.31	86.54
Leather products	40.5	40.6	41.0	1.41	1.40	1.34	57.18	56.94	54.87
Boots and shoes (except rubber)	40.2	40.7	40.9	1.37	1.36	1.29	55.29	55.44	53.01
Other leather products	41.0	40.6	41.3	1.49	1.48	1.43	60.95	59.95	59.01
Textile products (except clothing)	42.9	42.6	43.1	1.57	1.56	1.48	67.49	66.49	64.00
Cotton yarn and broad woven goods	42.3	42.2	42.7	1.62	1.61	1.52	68.65	67.91	64.79
Woollen goods	42.3	42.6	43.0	1.43	1.41	1.37	60.37	60.15	58.77
Synthetic textiles and silk	43.7	43.2	43.7	1.68	1.67	1.59	73.18	71.93	69.30
Clothing (textile and fur)	39.4	39.5	39.1	1.34	1.33	1.29	52.88	52.65	50.27
Men's clothing	39.4	39.2	38.9	1.33	1.31	1.28	52.26	51.24	49.81
Women's clothing	38.0	38.1	37.4	1.44	1.45	1.39	54.90	55.43	52.09
Knit goods	42.1	42.3	42.0	1.25	1.24	1.18	52.59	52.66	49.68
*Wood products	41.7	41.5	41.9	1.81	1.80	1.73	75.65	74.47	72.53
Saw and planing mills	40.6	40.4	40.6	1.94	1.92	1.84	78.71	77.60	74.72
Furniture	43.8	43.5	44.7	1.64	1.63	1.58	71.81	70.76	70.63
Other wood products	43.4	42.9	43.5	1.51	1.47	1.43	65.47	63.15	62.47
Paper products	42.0	41.6	42.0	2.38	2.37	2.30	100.03	98.84	96.79
Pulp and paper mills	41.9	41.5	42.0	2.56	2.55	2.49	107.41	105.89	104.50
Other paper products	42.3	42.1	42.0	1.90	1.89	1.82	80.51	79.52	76.40
Printing, publishing and allied industries	39.6	39.2	39.0	2.50	2.48	2.42	98.91	97.40	94.37
*Iron and steel products	42.3	42.1	41.7	2.34	2.33	2.26	98.85	97.84	94.42
Agricultural implements	41.0	41.8	40.1	2.43	2.45	2.33	99.55	102.53	93.46
Fabricated and structural steel	42.9	42.7	43.0	2.24	2.25	2.23	96.19	96.10	95.93
Hardware and tools	43.3	42.9	42.6	1.94	1.92	1.89	84.16	82.48	80.31
Heating and cooking appliances	41.8	41.2	42.1	2.00	1.97	1.93	83.34	81.20	81.29
Iron castings	42.7	42.4	41.8	2.27	2.24	2.13	97.17	94.69	89.25
Machinery, industrial	43.0	42.9	42.4	2.21	2.19	2.13	94.81	93.75	90.32
Primary iron and steel	41.3	40.8	40.4	2.74	2.72	2.70	113.10	110.98	109.03
Sheet metal products	42.0	42.0	41.7	2.22	2.24	2.17	93.22	94.28	90.55
Wire and wire products	43.3	43.4	42.7	2.28	2.28	2.23	98.57	98.94	95.06
*Transportation equipment	42.7	42.1	41.9	2.46	2.43	2.31	104.98	102.24	96.95
Aircraft and parts	41.6	42.3	41.5	2.36	2.37	2.25	98.12	100.43	93.22
Motor vehicles	45.9	43.2	43.5	2.76	2.72	2.56	126.61	117.42	111.42
Motor vehicle parts and accessories	42.7	43.2	42.4	2.42	2.39	2.24	103.20	103.13	95.11
Railroad and rolling stock equipment	39.9	40.2	40.2	2.26	2.26	2.19	90.11	90.76	88.05
Shipbuilding and repairing	40.9	40.9	41.1	2.33	2.31	2.25	95.40	94.50	92.32
*Non-ferrous metal products	41.1	40.8	41.1	2.30	2.30	2.23	94.59	93.82	91.51
Aluminum products	42.1	41.3	41.8	2.04	2.05	2.01	85.88	84.68	83.97
Brass and copper products	43.0	42.7	42.3	2.22	2.22	2.12	95.34	94.54	89.75
Smelting and refining	40.2	40.1	40.4	2.57	2.57	2.50	103.25	102.95	101.01
*Electrical apparatus and supplies	41.6	41.1	41.4	2.05	2.05	1.97	85.25	84.08	81.40
Heavy electrical machinery and equipment	41.9	41.1	41.4	2.29	2.29	2.22	96.09	93.85	91.98
Telecommunication equipment	40.0	39.7	40.9	1.83	1.83	1.75	73.04	72.52	71.70
*Non-metallic mineral products	44.6	44.2	43.9	2.10	2.08	1.99	93.36	91.81	87.50
Clay products	42.8	42.8	42.9	1.88	1.87	1.80	80.42	79.78	77.03
Glass and glass products	41.7	41.6	40.3	2.13	2.09	2.02	88.61	86.96	81.64
Products of petroleum and coal	41.9	41.7	41.8	2.85	2.94	2.78	119.63	122.67	116.16
Petroleum refining and products	42.0	41.8	41.9	2.89	2.98	2.81	121.24	124.55	117.76
Chemical products	41.2	40.8	41.0	2.26	2.25	2.19	93.38	91.66	89.96
Medicinal and pharmaceutical preparations	39.7	39.9	39.9	1.75	1.75	1.71	69.66	69.92	68.43
Acids, alkalis and salts	41.5	40.0	40.7	2.63	2.59	2.53	109.22	103.42	102.87
Miscellaneous manufacturing industries	42.0	41.4	41.8	1.65	1.64	1.58	69.19	67.80	65.98
Construction	43.0	42.9	43.1	2.26	2.23	2.16	97.13	95.63	92.90
Building and general engineering	42.1	41.8	42.3	2.47	2.45	2.36	103.95	102.20	99.73
Highways, bridges and streets	44.8	45.0	44.5	1.89	1.87	1.80	84.76	84.12	80.08
Electric and motor transportation	45.2	44.9	44.7	2.09	2.08	2.03	94.64	93.56	90.70
Service	37.3	37.8	37.5	1.21	1.19	1.16	45.28	45.00	43.56
Hotels and restaurants	36.8	37.1	37.1	1.18	1.15	1.13	43.35	42.65	41.96
Laundries and dry cleaning plants	40.0	40.0	40.5	1.15	1.14	1.09	46.16	45.73	44.20

*Durable manufactured goods industries.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963	40.8	1.95	79.40	190.2	142.8
Last Pay Period in:					
1963—September	41.3	1.94	80.29	192.4	144.0
October	41.4	1.96	80.93	193.9	144.7
November	41.5	1.98	81.91	196.2	146.2
December	38.0	2.02	76.53	183.3	136.6
1964—January	41.2	1.99	81.99	196.4	146.0
February	41.2	1.99	82.03	196.5	146.0
March	40.7	2.01	81.84	196.1	145.2
April	41.1	2.01	82.67	198.1	146.7
May	41.4	2.02	83.55	200.2	147.9
June	41.2	2.02	83.22	199.4	146.4
July	40.9	2.01	82.10	196.7	144.5
August*	41.3	2.02	83.31	199.6	147.2
September†	41.7	2.03	84.72	203.0	149.7

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

* Revised.

† Preliminary.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section DBS. See also Technical Note, page 923, October 1964 issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS ON HAND

(SOURCE: *National Employment Service, Unemployment Insurance Commission*)

Period	Unfilled Vacancies*			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
December 1959	9,097	9,779	18,876	522,206	157,962	680,168
December 1960	9,859	7,996	17,855	570,789	163,893	734,682
December 1961	11,402	10,866	22,268	478,470	136,566	615,036
December 1962	14,281	13,638	27,919	473,575	137,429	611,004
December 1963	18,913	15,351	34,264	432,390	131,532	563,922
January 1964	19,737	15,658	35,395	498,726	153,661	652,387
February 1964	18,323	17,154	35,477	508,125	154,378	662,503
March 1964	23,470	18,805	42,275	511,312	149,296	660,608
April 1964	28,985	22,337	51,322	445,744	141,472	587,216
May 1964	30,955	23,676	54,631	319,268	126,509	445,777
June 1964	28,693	21,359	50,052	266,490	140,069	406,559
July 1964	29,445	19,458	48,903	233,564	128,799	362,363
August 1964	30,171	24,058	54,229	197,724	109,554	307,278
September 1964	33,617	23,611	57,228	173,988	104,907	278,895
October 1964	29,159	19,727	48,886	203,340	110,611	313,951
November 1964(1)	38,620	22,704	61,324	254,346	118,294	372,640
December 1964(1)	25,171	14,758	39,929	378,125	130,721	508,846

(1)Latest figures subject to revision.

*Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1960-1963, AND DURING MONTH NOVEMBER 1963—NOVEMBER 1964

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1960—Year	3,046,572	1,107,427	724,098	404,824	641,872	316,423
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1963—November	279,655	102,499	90,258	39,410	73,086	27,230
1963—December	361,520	102,561	67,736	39,222	65,920	38,947
1964—January	291,457	106,810	61,876	34,850	49,017	24,454
February	211,467	78,941	55,008	32,358	44,376	22,297
March	215,718	74,565	66,580	34,818	50,178	24,578
April	236,915	88,740	95,252	43,563	75,095	29,285
May	207,806	88,218	95,076	44,484	78,405	31,264
June	234,674	109,636	87,592	47,201	74,485	34,649
July	237,632	111,717	97,585	53,022	81,610	42,217
August	198,847	97,928	86,901	56,448	69,893	41,514
September	209,609	107,109	108,719	55,219	90,230	43,051
October	228,509r	99,357r	88,832	41,509	72,982	30,636
November(1)	277,052	104,803	109,323	45,645	82,945	30,749

(1)Preliminary. r Revised.

TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING NOVEMBER 1964[1]

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from November 1963
Agriculture, Fishing, Trapping	**2,360**	**328**	**2,688**	**+ 317**
Forestry	**1,904**	**21**	**1,925**	**— 1,018**
Mining, Quarrying and Oil Wells	**887**	**53**	**940**	**+ 322**
Metal Mining	607	11	618	+ 284
Fuels	141	27	168	+ 4
Non-Metal Mining	47	3	50	+ 28
Quarrying, Clay and Sand Pits	63	1	64	+ 31
Prospecting	29	11	40	— 25
Manufacturing	**15,889**	**6,766**	**22,655**	**+ 4,453**
Foods and Beverages	1,606	1,072	2,678	+ 412
Tobacco and Tobacco Products	26	52	78	+ 39
Rubber Products	157	129	286	+ 72
Leather Products	257	238	495	0
Textile Products (except clothing)	653	394	1,047	+ 283
Clothing (textiles and fur)	442	1,674	2,116	+ 164
Wood Products	1,892	181	2,073	+ 251
Paper Products	841	317	1,158	+ 72
Printing, Publishing and Allied Industries	760	612	1,372	+ 446
Iron and Steel Products	2,844	348	3,192	+ 589
Transportation Equipment	3,510	275	3,785	+ 1,443
Non-Ferrous Metal Products	460	163	623	— 25
Electrical Apparatus and Supplies	548	481	1,029	+ 142
Non-Metallic Mineral Products	733	75	808	+ 302
Products of Petroleum and Coal	45	24	69	+ 30
Chemical Products	550	214	764	+ 168
Miscellaneous Manufacturing Industries	565	517	1,082	+ 65
Construction	**12,213**	**175**	**12,388**	**+ 1,944**
General Contractors	8,451	82	8,533	+ 1,621
Special Trade Contractors	3,762	93	3,855	+ 323
Transportation, Storage and Communication	**6,709**	**326**	**7,035**	**+ 206**
Transportation	6,068	140	6,208	+ 45
Storage	523	84	607	+ 125
Communication	118	102	220	+ 36
Public Utility Operation	**250**	**44**	**294**	**+ 54**
Trade	**10,066**	**6,076**	**16,142**	**+ 1,790**
Wholesale	4,031	1,168	5,199	+ 1,116
Retail	6,035	4,908	10,943	+ 674
Finance, Insurance and Real Estate	**498**	**923**	**1,421**	**+ 215**
Service	**32,169**	**16,037**	**48,206**	**+ 5,095**
Community or Public Service	831	1,231	2,062	+ 253
Government Service	25,931	4,554	30,485	+ 3,605
Recreation Service	350	134	484	+ 20
Business Service	1,099	654	1,753	— 45
Personal Service	3,958	9,464	13,422	+ 1,262
GRAND TOTAL	**82,945**	**30,749**	**113,694**	**+ 13,378**

[1]Preliminary.

TABLE D-4—REGISTRATIONS ON HAND, BY OCCUPATION AND BY SEX, AS AT NOVEMBER 30, 1964.[1]

(SOURCE: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations on Hand		
	Male	Female	Total
Professional & Managerial Workers	6,923	2,094	9,017
Clerical Workers	16,158	42,432	58,590
Sales Workers	6,746	13,177	19,923
Personal & Domestic Service Workers	31,447	24,535	55,982
Seamen	1,084	9	1,093
Agriculture, Fishing, Forestry (Ex. log.)	5,951	280	6,231
Skilled and Semi-Skilled Workers	97,732	15,072	112,804
Food and kindred products (incl. tobacco)	1,037	374	1,411
Textiles, clothing, etc.	1,900	9,311	11,211
Lumber and lumber products	8,101	127	8,228
Pulp, paper (incl. printing)	1,342	408	1,750
Leather and leather products	865	933	1,798
Stone, clay & glass products	248	15	263
Metalworking	8,437	666	9,103
Electrical	1,300	765	2,065
Transportation equipment	1,916	69	1,985
Mining	1,076	.....	1,076
Construction	26,755	2	26,757
Transportation (except seamen)	18,097	88	18,185
Communications & public utility	417	.....	417
Trade and service	4,054	1,433	5,487
Other skilled and semi-skilled	15,333	658	15,991
Foremen	2,229	214	2,443
Apprentices	4,625	9	4,634
Unskilled Workers	88,305	20,695	109,000
Food and tobacco	3,185	4,738	7,923
Lumber & lumber products	8,828	366	9,194
Metalworking	3,246	544	3,790
Construction	44,515	2	44,517
Other unskilled workers	28,531	15,045	43,576
GRAND TOTAL	254,346	118,294	372,640

[1]Preliminary.

TABLE D-5—REGISTRATIONS ON HAND BY LOCAL OFFICE AREAS, AT NOVEMBER 30, 1964

(SOURCE: *National Employment Service, Unemployment Insurance Commission*)

Office	Registrations on Hand (1) Nov. 30, 1964	Registrations on Hand Previous Year Nov. 29, 1963
Newfoundland	**11,009**	**12,427**
Corner Brook	2,212	3,081
Grand Falls	1,046	1,323
St. John's	7,751	8,023
Prince Edward Island	**2,027**	**1,915**
Charlottetown	1,464	1,175
Summerside	563	740
Nova Scotia	**15,292**	**16,819**
Amherst	686	664
Bridgewater	631	716
Halifax	4,292	5,448
Inverness	268	202
Kentville	1,169	1,344
Liverpool	247	366
New Glasgow	1,495	1,889
Springhill	567	663
Sydney	2,964	2,512
Sydney Mines	681	635
Truro	1,051	1,212
Yarmouth	1,241	1,168
New Brunswick	**15,061**	**15,524**
Bathurst	2,583	2,025
Campbellton	1,014	1,276
Edmundston	960	917
Fredericton	1,095	1,274
Minto	187	227
Moncton (2)	3,626	3,693
Newcastle	1,205	1,167
Saint John	2,613	2,570
St. Stephen	962	1,260
Sussex	319	341
Woodstock	500	774
Quebec	**122,564**	**128,401**
Alma	974	1,572
Asbestos	464	416
Baie Comeau	1,035	677
Beauharnois	710	869
Buckingham	629	719
Causapscal	1,275	1,365
Chandler	1,118	1,076
Chicoutimi	1,880	1,664
Cowansville	305	319
Dolbeau	764	1,036
Drummondville	1,748	1,613
Farnham	352	440
Forestville	449	330
Gaspé	886	667
Granby	1,489	1,558
Hull	2,740	2,978
Joliette	2,649	2,634
Jonquière	2,186	2,250
Lachute	625	593
Lac Mégantic	1,077	844
La Malbaie	1,165	609
La Tuque	507	581
Lévis	2,789	2,997
Louiseville	757	642
Magog	470	483
Maniwaki	645	539
Matane	980	823
Mont-Laurier	729	602
Montmagny	1,192	1,227
Montréal	41,597	47,273
New Richmond	779	941
Port Alfred	373	489
Québec	10,321	10,692
Rimouski	1,765	1,846
Rivière du Loup	2,861	2,831
Roberval	954	809
Rouyn	1,596	2,023
Ste. Agathe des Monts	594	433
Ste. Anne de Bellevue	810	730
Ste. Thérèse	1,592	1,748
St. Hyacinthe	1,414	1,338
St. Jean	1,721	1,657
St. Jérôme	1,330	1,491
Sept-Îles	1,356	1,378
Shawinigan	2,817	3,024
Quebec—Concluded		
Sherbrooke	3,690	3,472
Sorel	1,542	1,507
Thetford Mines	1,265	1,401
Trois-Rivières	3,673	3,980
Val d'Or	1,262	1,322
Valleyfield	1,408	1,719
Victoriaville	1,878	1,706
Ville St. Georges	3,437	2,468
Ontario	**114,711**	**121,438**
Arnprior	220	228
Barrie	1,076	1,021
Belleville	1,235	1,352
Bracebridge	796	716
Brampton	1,049	1,022
Brantford	1,309	1,486
Brockville	426	432
Carleton Place	281	305
Chatham	1,143	1,259
Cobourg	630	675
Collingwood	495	578
Cornwall	1,906	2,321
Elliot Lake	349	321
Fort Erie	520	711
Fort Frances	484	500
Fort William	1,322	1,671
Galt	930	749
Gananoque	227	205
Goderich	296	337
Guelph	982	1,071
Hamilton	8,570	9,295
Hawkesbury	539	562
Kapuskasing	501	653
Kenora	831	658
Kingston	1,819	1,657
Kirkland Lake	547	599
Kitchener	1,602	1,285
Leamington	495	783
Lindsay	535	448
Listowel	154	189
London	3,373	3,561
Long Branch	3,065	2,868
Midland	665	568
Napanee	402	396
New Liskeard	281	378
Newmarket	821	843
Niagara Falls	1,508	2,058
North Bay	1,168	1,241
Oakville	1,236	595
Orillia	747	696
Oshawa	5,089	4,274
Ottawa	5,440	5,596
Owen Sound	873	885
Parry Sound	280	307
Pembroke	1,154	1,285
Perth	400	393
Peterborough	1,995	2,341
Picton	343	300
Port Arthur	1,605	2,330
Port Colborne	387	856
Prescott	462	454
Renfrew	345	359
St. Catharines	1,970	2,965
St. Thomas	555	563
Sarnia	1,481	1,730
Sault Ste. Marie	1,705	1,840
Simcoe	618	683
Smiths Falls	331	425
Stratford	496	326
Sturgeon Falls	504	746
Sudbury	2,676	3,859
Tillsonburg	304	351
Timmins	1,183	1,365
Toronto	30,231	29,298
Trenton	564	623
Walkerton	448	491
Wallaceburg	261	504
Welland	1,323	1,630
Weston	2,328	2,453
Windsor	4,389	5,329
Woodstock	436	584

TABLE D-5—REGISTRATION ON HAND BY LOCAL OFFICE AREAS, AT NOVEMBER 30, 1964

(SOURCE: *National Employment Service, Unemployment Insurance Commission*)

Office	Registrations on Hand		Office	Registrations on Hand	
	(1) Nov. 30, 1964	Previous Year Nov. 29, 1963		(1) Nov. 30, 1964	Previous Year Nov. 29, 1963
Manitoba	**16,000**	**17,640**	**British Columbia**	**44,133**	**51,699**
Brandon	1,237	1,512	Chilliwack	1,116	1,751
Dauphin	667	1,017	Courtenay	717	846
Flin Flon	195	170	Cranbrook	620	645
Portage la Prairie	705	657	Dawson Creek	1,007	1,178
The Pas	333	318	Duncan	436	620
Winnipeg	12,863	13,966	Kamloops	1,521	1,203
Saskatchewan	**10,646**	**11,243**	Kelowna	818	801
Estevan	278	208	Mission City	887	1,032
Lloydminster	194	195	Nanaimo	724	942
Moose Jaw	850	911	Nelson	603	643
North Battleford	854	877	New Westminster	6,038	7,773
Prince Albert	1,550	1,600	Penticton	1,121	1,138
Regina	2,640	2,786	Port Alberni	526	698
Saskatoon	2,646	2,835	Prince George	1,940	2,161
Swift Current	481	431	Prince Rupert	1,362	1,198
Weyburn	266	252	Quesnel	711	668
Yorkton	887	1,148	Trail	603	601
Alberta	**21,194**	**26,271**	Vancouver	18,517	22,216
Blairmore	238	376	Vernon	1,061	1,183
Calgary	7,717	8,455	Victoria	3,409	3,845
Drumheller	290	372	Whitehorse	396	437
Edmonton	8,845	11,816			
Edson	234	295	**CANADA**	**372,640**	**403,377**
Grande Prairie	626	865			
Lethbridge	1,410	1,922	Males	254,346	285,688
Medicine Hat	860	1,019			
Red Deer	974	1,151	Females	118,294	117,689

(1) Preliminary subject to revision.

(2) Includes 295 registrations reported by the Magdalen Islands local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 927, October 1964 issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1964—September	4,205,000	4,031,400	173,600
August	4,330,000	4,148,000	182,000
July	4,271,000	4,065,700	205,300
June	4,241,000	4,039,100	201,900
May	4,173,000	3,922,900	250,100
April	4,280,000	3,782,300	497,700
March	4,348,000	3,750,700	597,300
February	4,339,000	3,731,900	607,100
January	4,334,000	3,735,400	598,600
1963—December	4,326,000	3,793,700	532,300
November	4,192,000	3,888,600	303,400
October	4,125,000	3,906,100	218,900
September	4,122,000	3,935,700	186,300

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, OCTOBER 30, 1964

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1-4	5-13	14-26	27 or more*	Sept. 30, 1964	Oct. 31, 1963
CANADA	214,544	115,183	50,462	29,883	19,016	173,645	218,866
Male	138,803	83,071	29,637	15,444	10,651	104,858	143,553
Female	75,741	32,112	20,825	14,439	8,365	68,787	75,313
Newfoundland	6,074	2,819	1,702	1,032	521	4,458	5,809
Male	4,812	2,430	1,308	748	326	3,356	4,803
Female	1,262	389	394	284	195	1,102	1,006
Prince Edward Island	637	294	228	78	37	579	774
Male	397	216	127	49	5	371	487
Female	240	78	101	29	32	208	287
Nova Scotia	9,858	4,462	2,640	1,745	1,011	8,835	9,662
Male	7,224	3,434	1,901	1,215	674	6,468	7,045
Female	2,634	1,028	739	530	337	2,367	2,617
New Brunswick	8,465	4,085	2,131	1,444	805	7,260	8,768
Male	5,549	2,827	1,328	866	528	4,674	6,244
Female	2,916	1,258	803	578	277	2,586	2,524
Quebec	67,335	35,389	17,172	9,496	5,278	56,980	69,817
Male	45,463	26,497	11,057	4,882	3,027	36,985	47,685
Female	21,872	8,892	6,115	4,614	2,251	19,995	22,132
Ontario	77,136	44,972	15,784	9,988	6,392	57,185	69,843
Male	48,475	32,235	8,033	4,772	3,435	31,238	42,324
Female	28,661	12,737	7,751	5,216	2,957	25,947	27,519
Manitoba	7,445	3,046	2,054	1,122	1,223	6,394	7,928
Male	4,414	2,008	1,130	567	709	3,519	4,554
Female	3,031	1,038	924	555	514	2,875	3,374
Saskatchewan	4,280	2,066	1,092	609	513	3,567	4,276
Male	2,260	1,282	461	243	274	1,620	2,345
Female	2,020	784	631	366	239	1,947	1,931
Alberta	9,746	5,083	2,446	1,311	906	9,647	13,290
Male	5,526	3,104	1,303	611	508	5,546	8,891
Female	4,220	1,979	1,143	700	398	4,101	4,399
British Columbia	23,568	12,967	5,213	3,058	2,330	18,740	28,699
Male	14,683	9,038	2,989	1,491	1,165	11,081	19,175
Female	8,885	3,929	2,224	1,567	1,165	7,659	9,524

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, OCTOBER 1964

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	2,560	1,851	709	2,176	1,370	806	1,221
Prince Edward Island	318	212	106	291	195	96	126
Nova Scotia	4,363	2,767	1,596	4,262	2,952	1,310	1,335
New Brunswick	4,057	2,698	1,359	3,773	2,521	1,252	1,569
Quebec	37,008	23,028	13,980	34,513	23,831	10,682	14,178
Ontario	48,316	27,880	20,436	45,569	31,853	13,716	13,827
Manitoba	3,667	2,528	1,139	2,918	1,883	1,035	1,414
Saskatchewan	2,208	1,664	544	1,933	1,160	773	771
Alberta	5,112	3,628	1,484	4,823	2,945	1,878	2,117
British Columbia (incl. Yukon Territory)	13,277	8,865	4,412	11,968	7,733	4,235	5,025
Total, Canada, October 1964	120,886	75,121	45,765	112,226	76,443	35,783	41,583
Total, Canada, September 1964	85,842	55,467	30,375	83,763	55,759	28,004	32,923
Total, Canada, October 1963	126,219	79,690	46,529	117,375	80,555	36,820	41,521

*In addition, revised claims received numbered 27,163.

†In addition, 26,831 revised claims were disposed of. Of these, 2,688 were special requests not granted and 1,672 appeals by claimants. There were 6,481 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, OCTOBER 1964

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	13,752	302,347
Prince Edward Island	1,676	34,743
Nova Scotia	26,417	601,656
New Brunswick	20,608	443,513
Quebec	172,098	4,136,281
Ontario	188,091	4,631,096
Manitoba	18,481	434,562
Saskatchewan	10,637	239,766
Alberta	26,169	637,037
British Columbia (including Yukon Territory)	56,556	1,380,419
Total, Canada, October 1964	534,485	12,841,420
Total, Canada, September 1964	538,557	12,791,963
Total, Canada, October 1963	595,019	13,989,450

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year	126.5	121.1	131.4	109.9	138.4	150.2	141.7	114.0
1960—Year	128.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1963—November	134.0	130.8	136.9	118.7	141.2	164.8	151.0	118.5
December	134.2	131.4	137.0	118.9	140.6	165.4	151.4	118.5
1964—January	134.2	131.4	137.3	117.7	141.1	165.4	152.1	118.5
February	134.5	131.3	137.3	117.8	142.6	165.4	152.3	119.4
March	134.6	131.3	137.5	118.6	143.0	156.4	152.3	119.4
April	135.0	131.8	137.8	119.1	142.8	116.5	151.0	119.5
May	135.0	131.2	138.3	118.7	142.4	167.3	151.5	120.2
June	135.3	132.5	138.4	119.0	142.0	167.3	151.4	120.2
July	136.2	135.4	138.7	119.0	141.6	167.3	151.5	120.2
August	136.1	135.1	138.7	118.9	141.4	167.5	151.5	120.2
September	135.6	132.7	138.9	119.4	141.6	167.7	150.9	120.2
October	135.6	131.0	139.2	120.7	141.4	170.4	151.1	121.4
November	135.9	132.0	139.3	120.9	141.4	171.1	152.3	121.6
December	136.8	133.2	139.6	121.0	142.7	174.3	153.5	121.6

NOTE: 1959 and 1960 figures are 1947–48 weighted; figures for 1961 *et seq* are 1957 weighted.

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF NOVEMBER 1964

(1949=100)

—	All-Items			Food	Housing	Clothing	Transportation	Health and personal care	Recreation and reading	Tobacco and alcohol
	November 1963	October 1964	November 1964							
(1)St. John's, Nfld.	120.8	121.8	121.7	116.4	116.2	115.7	121.4	164.9	147.3	116.4
Halifax	131.4	131.5	131.8	125.0	133.8	130.5	135.4	168.6	169.3	125.3
Saint John	133.3	134.6	134.8	131.1	133.7	127.5	141.7	190.2	154.0	125.4
Montreal	133.9	135.2	135.9	138.6	135.7	113.4	157.9	183.2	151.1	124.9
Ottawa	134.5	135.6	136.6	133.8	137.3	125.8	156.2	175.1	150.6	126.5
Toronto	135.2	136.7	137.1	130.5	140.8	126.6	138.4	167.8	189.8	123.9
Winnipeg	131.2	132.0	133.3	130.1	129.2	127.0	136.5	187.9	142.0	135.2
Saskatoon-Regina	128.7	129.7	130.2	128.8	128.7	132.5	134.0	149.4	149.0	120.9
Edmonton-Calgary	127.7	128.0	128.2	123.4	127.2	129.3	128.9	171.2	144.1	120.9
Vancouver	131.8	132.6	133.1	130.1	136.0	124.0	139.6	156.0	150.9	123.2

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1)St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 1048, November 1964 issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1959-1964

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1959	201	216	95,120	2,226,890	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,140	0.07
1963. November	11	42	5,761	46,560	0.04
December	11	29	4,218	35,770	0 03
*1964: January	13	29	1,756	21,730	0.02
February	24	46	7,957	82,410	0.08
March	24	50	7,142	92,450	0.08
April	17	41	8,617	88,900	0.08
May	15	35	7,488	63,700	0.06
June	46	66	15,148	195,080	0.16
July	38	72	18,183	147,710	0.12
August	36	68	11,418	108,200	0.10
September	26	63	9,039	104,010	0.09
October	30	60	10,593	101,580	0.09
November	25	57	15,080	105,590	0.09

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, NOVEMBER 1964, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	350	7,350
Mines	1	1,200	800
Manufacturing	32	8,509	78,870
Construction	6	600	3,010
Transpn. & utilities	7	4,175	14,620
Trade	8	223	730
Finance	...	...	...
Service	1	5	10
Public administration	1	18	200
All industries	57	15,080	105,590

TABLE G-3—STRIKES AND LOCKOUTS, NOVEMBER 1964, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	...	...	...
Prince Edward Island	...	...	...
Nova Scotia	2	1,218	1,000
New Brunswick	...	...	...
Quebec	13	2,230	29,270
Ontario	31	7,033	52,500
Manitoba	1	54	810
Saskatchewan	...	...	...
Alberta	...	...	...
British Columbia	7	479	7,680
Federal	3	4,066	14,330
All jurisdictions	57	15,080	105,590

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER 1964

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			November	Accumulated		
FORESTRY						
The KVP Company, Espanola, Ont.	Carpenters Loc. 2537 (AFL-CIO/CLC)	350	7,350	8,050	Oct. 29	Transfer of two workers to other job classifications at lower wages~
MINES						
Mineral Fuels						
Dominion Coal (No. 20) Colliery), Glace Bay, N.S.	Mine Workers Loc. 4529 (Ind.)	1,200	800	800	Nov. 20 Nov. 20	Disciplinary suspension of one worker ~ Return of workers on instruction of union.
MANUFACTURING						
Rubber						
National Rubber and Pneuco Machinery, Toronto, Ont.	Rubber Workers Loc. 750 (AFL-CIO/CLC)	211	4,430	9,470	Sep. 28	Wages, hours, union security, irrevocable check-off~
Paper						
Standard Paper Box Montreal, Que.	Printing Federation (CNTU)	200	200	21,400	June 1 Nov. 3	Wages~6¢ an hr. increase 1st yr., 7¢ an hr. 2nd. yr. and 8¢ the 3rd yr.
Donohue Bros., Charlevoix, Que.	Pulp and Paper Workers' Federation (CNTU)	323	970	970	Nov. 24 Nov. 27	Dissatisfaction with plant superintendent ~ Return of workers.
Printing and Publishing						
La Presse, Montreal, Que.	Typographical Union Loc. 145 (AFL-CIO/CLC)	1,200	25,200	148,800	June 3	Automation, hours, sick-leave, vacations, apprentice rates~
The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	881	18,500	89,310	July 9	Working conditions as affected by computers, job security, union membership of foremen~
Primary Metals						
Wolverine Tube (Div. of Calumet Hecla of Canada) London, Ont.	Auto Workers Loc. 27 (AFL-CIO/CLC)	115	2,420	8,390	Aug. 19	Wages, other improvements ~
Metal Fabricating						
Anthes Imperial, St. Catharines, Ont.	Auto Workers Loc. 199 (AFL-CIO/CLC)	297	450	450	Nov. 3 Nov. 4	Scheduling of hours of work ~Return of workers.
Walker Metal Products, Windsor, Ont.	Auto Workers Loc. 444 (AFL-CIO/CLC)	504	500	500	Nov. 17 Nov. 18	Change of ownership and consequent change in bargaining unit~Return of workers pending further negotiations.
Machinery						
Brown Boggs Foundry and Machine, Hamilton, Ont.	U.E. Loc. 520 (Ind.)	190	3,710	3,710	Nov. 3	Wages~
Transportation Equipment						
Canadian Kenworth, North Burnaby, B.C.	Machinists Loc. 1857 (AFL-CIO/CLC)	300	6,300	12,600	Oct. 1	Wages, overtime, holidays~
General Motors of Canada, Oshawa, Ont.	Auto Workers Loc. 222 (AFL-CIO/CLC)	3,500	2,630	2,630	Nov. 20 Nov. 23	Wages, hours, working conditions~Return of most workers.
Electrical Products						
Lanark Manufacturing, Dunnville, Ont.	U.E. Loc. 543 (Ind.)	340	7,140	21,840	Aug. 31	Wages, working conditions, seniority provisions~
CONSTRUCTION						
Canadian Comstock, Point Noire, Que.	I.B.E.W. Loc. 568 (AFL-CIO/CLC)	250	1,500	1,500	Nov. 2 Nov. 9	Working conditions~Return of workers.
V. K. Mason Co. Toronto, Ont.	Building trades unions (Toronto Council AFL-CIO)	197	390	390	Nov 13 Nov. 17	Jurisdictional dispute between unions ~ Return of workers pending hearings before jurisdictional commission.

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER 1964

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			November	Accumulated		
TRANSPN. & UTILITIES						
Transportation						
Nfld. Employers' Association,* St. Johns' Nfld.	Longshoremen's Protective Union (Ind.)	550	11,790	13,950	Oct. 26	Union refusal to accept terms of Industrial Enquiry Commission~
Shipping Federation,* Various St. Lawrence River ports	I.L.A. Loc. 1739 (AFL-CIO/CLC)	3,500	2,500	2,500	Nov. 9 Nov. 10	Refusal by Federation to accept recommendations of Judge René Lippé regarding pensions~Return of workers; report to be reconsidered.
TRADE						
McLennan, McFeely & Prior, Vancouver, B.C.	Retail, Wholesale Employees Loc. 535 (AFL-CIO/CLC)	106	210	210	Nov. 27	Working conditions~

*Federal jurisdiction.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA, BY TYPE OF ACCIDENT AND INDUSTRY, DURING THE THIRD QUARTER OF 1964

(Preliminary)

Type of Accident	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Transportation, Storage and Communication	Public Utilities	Trade	Finance	Service	Unspecified	Total
Striking against or stepping on objects	—	—	—	—	—	—	—	—	—	—	—	—	—
Struck by:													
(a) tools, machinery, cranes, etc.	—	2	1	—	1	4	1	—	2	—	—	—	11
(b) moving vehicles	—	1	—	—	—	6	3	—	—	—	—	—	10
(c) other objects	—	14	—	14	10	12	1	—	1	—	4	—	56
Caught in, on or between machinery, vehicles, etc.	16	6	—	2	6	5	3	—	3	—	4	—	45
Collisions, derailments, wrecks, etc.	4	4	—	6	7	11	30	—	3	—	3	—	68
Falls and slips:													
(a) on same level	—	1	—	1	1	1	1	—	—	—	—	—	5
(b) to different levels	—	9	7	4	10	19	13	2	3	—	5	—	72
Conflagrations, temperature extremes and explosions	1	—	—	1	2	7	—	2	—	—	2	—	15
Inhalation, absorptions, asphyxiation and industrial diseases	—	—	—	14	1	—	—	—	—	—	3	—	18
Electric current	2	—	—	—	1	9	—	5	2	—	1	—	20
Over-exertion	—	—	—	—	—	—	—	—	—	—	1	—	1
Miscellaneous accidents	—	—	—	1	1	2	—	1	2	—	3	—	10
Total	23	37	8	43	40	76	52	10	16	—	26	—	331*

*Of this total 258 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 73 were obtained from other sources. The number of fatalities that occur during a quarter is usually greater than shown, as not all fatalities are reported in time for inclusion in the quarterly tables, Fatalities not recorded in the quarterly tables are included in the annual tables appearing in the May issue.

TABLE H-2—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY AND PROVINCE, DURING THE THIRD QUARTER OF 1964

(Preliminary)

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total
Agriculture	—	1	1	—	—	10	4	5	2	—	—	23
Logging	—	—	1	—	3	3	—	—	—	30	—	37
Fishing and trapping	—	2	3	—	—	1	—	—	—	2	—	8
Mining and quarrying	2	—	—	2	4	18	1	2	1	12	1	43
Manufacturing	1	—	1	2	10	19	—	—	1	6	—	40
Construction	6	—	3	1	15	25	5	3	8	10	—	76
Transportation, storage and communication	—	—	3	1	11	19	2	8	3	4	1	52
Public utilities	—	—	2	—	2	2	—	2	1	1	—	10
Trade	—	—	—	—	3	7	—	1	4	1	—	16
Finance	—	—	—	—	—	—	—	—	—	—	—	—
Service	—	—	1	1	2	8	3	—	4	5	2	26
Unspecified	—	—	—	—	—	—	—	—	—	—	—	—
Total	9	3	15	7	50	112	15	21	24	71	4	331*

*See footnote to Table H-1.